The Labour Gazette

October 1969

"As automation increases, the ability of workmen to effectively shut down a company by refusal to work diminishes . . . As companies increase in size, a strike against any part of their total organization does not hurt much." Read 'The Challenge of the Woods Report,' by David Kuechle. See p. 570.

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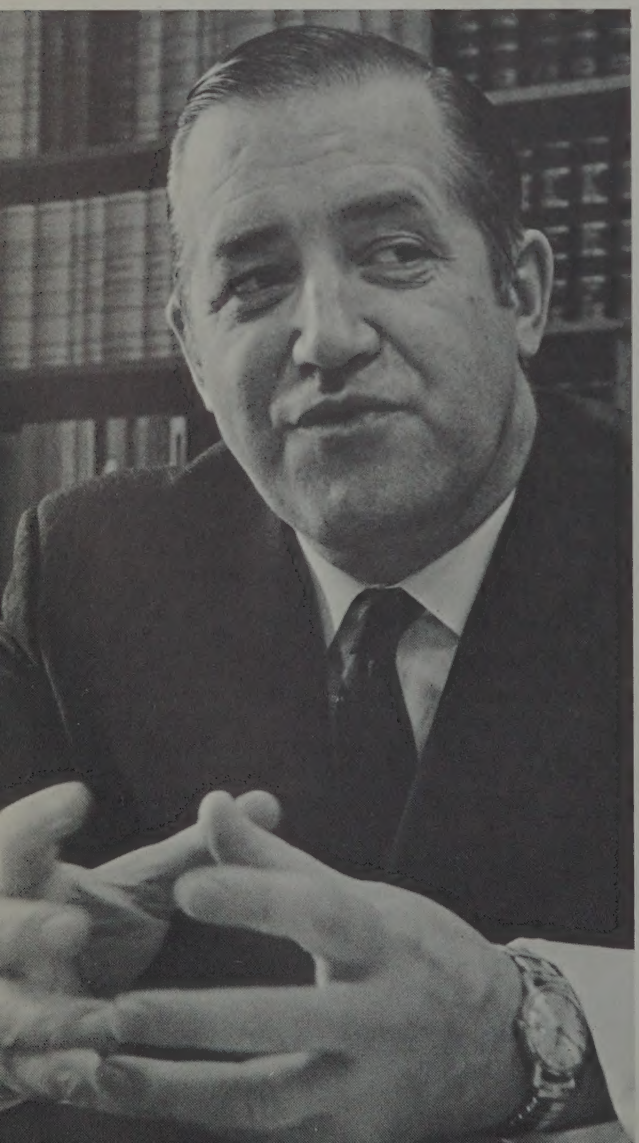
New Role For Labour Departments



The "essential new role for departments of labour is t take non-legislative initiatives directly toward the pre vention of breakdowns," Labour Minister Bryce Macka sey told the joint session of the International Associatio of Governmental Labour Officials and the Association o Labour Mediation Agencies in Banff, Alta., on July 10

Legislation can set up machinery for a more realisti and effective procedure for collective bargaining, an it can guarantee standards of employment as long a the legislation is not allowed to become rigid and pre dictable, Mr. Mackasey said. **"But you cannot legislat intelligence; you cannot legislate good will; you canno legislate reason, nor effective communication. In fact you cannot legislate all those human factors that ar crucial to the effective operation of legislative policy o programs. Only people can solve problems."** But here i one of the greatest areas for change in a progressiv Department of Labour, he added. Because co-operatio cannot be legislated, that "is no reason why we canno use persuasion and the human element to improv relationships in these vital areas between managemen labour and government."

The job of the department is to take intitiatives i bringing the parties together, in creating effective con munication between government, employers and union **"We must adopt a positive, active program toward earl involvement in bargaining with the declared role of pr venting breakdowns before they happen. We must becon thoroughly identified as prevention agencies rather tha firefighters."**

The new environment of collective bargaining, M Mackasey stressed, should be structured so th "there are real and effective pressures on the negotiato to settle right from the start of the open periods in th contract." **And departments of labour must becon involved actively and thoroughly "as a catalyst to g negotiations underway early."**

This early and direct involvement will bring government labour officials face to face with a whole new range of problems, he said. So, to be useful, departments must have people with the kind of expertise "that will be fully appreciative of the special and powerful forces faced by management and labour in drawing up their respective positions, demands and objectives. **We must see to it that this expertise, backed by the most sophisticated research teams, is made available to both sides at the earliest possible stage."**

While labour and management are rethinking their attitudes, the Minister continued, **the press "could make a major contribution to the acceptance of the new environment by giving the same prominence to early settlements as they historically give to the breakdowns and violence. This will require new thinking on their part as to what is news in the industrial relations area—but in my opinion they have an obligation to do just that."**

The final goal, Mr. Mackasey said, is to make clear that early settlement is an acceptable standard by which the success of labour-management negotiations can be judged. **To do this, there must be a system of procedures that will make it "undesirable for anyone—unions or management—to delay settlement until the last possible moment."**

Canadian industry, Mr. Mackasey continued, is faced with introducing needed technological change while trying to cope with the inevitable problems of labour unrest that these changes create. There is a growing tense of insecurity on the part of the industrial worker in the face of rapid changes. The worker resists when he is continuously threatened by the unknown. "He sees that his hopes for secure employment in the immediate future will require him to master many skills in his lifetime, require him to be mobile, to move from job to job, and his reaction predictably is one of fear and resentment."

More and more companies are showing concern for the problems created by change, and many have taken appropriate steps in their collective agreements to remove much of the sting and insecurity that arise when change is introduced. "But as long as some firms continue to resist their obligations to their employees . . . then it will be necessary for the legislation of the future to protect the workers."

Labour unions, too, must do some soul-searching, said Mr. Mackasey. They must realize that they "exist to serve and to act in the best interest of their members." If management can be compelled to negotiate change, then unions must be prepared to make adjustments. **"In short, the unions must co-operate to an extent unknown before; they must merge, they must be prepared to take the necessary steps to provide the maximum amount of good for the greatest number of workers."**

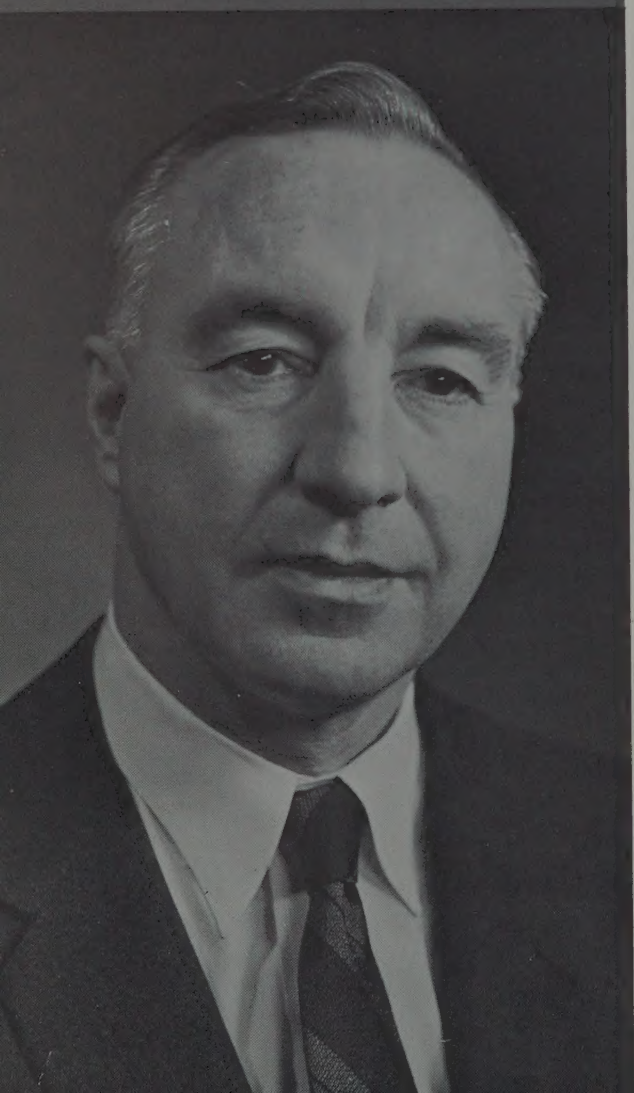
A Symbol for the Department

The Canada Department of Labour has chosen this new corporate symbol to reflect its philosophy and objectives. Both symbol and colour (flag red) have been registered for the exclusive use of the Department in promoting its objectives.

In composition, the symbol forms a logotype of the letters CL in English or Ct in French. **In the two official languages of Canada, therefore, the logotype stands for Canada Labour and Canada travail. Together, these letters portray the strength and unity of the labour force.** The stylized second letter also forms an arrow representing the upward quest for improvement in the wages and working conditions of all Canadians. Partially enclosed by the letter C are outlines of three profiles representing the three partners—labour, management and the federal Government.

This symbol will appear on all publications, stationery, news releases, exhibits, displays, buildings and signs of the Department to identify both its aims and its functions in the mind of the Canadian public.

Disputes Settlement In a New Era



What will be the result of the growth of the multi-national corporation? Why have differing systems of dealing with industrial disputes developed in countries so closely linked as Canada and the United States?

The development and growth of multi-national, world-wide business corporations and conglomerates will give rise to the development of multi-national, world-wide trade unions, Bernard Wilson, Assistant Deputy Minister, Canada Department of Labour, told the 27th annual convention of the International Mailers' Union in Ottawa on July 15. **Mr. Wilson went on to say that if present trends continue, worldwide corporations will ultimately control two thirds of the world's means of production.**

"Although there are positive values in the form of greater productivity, extension of markets, more jobs, and the generation of purchasing power, **the development of the worldwide corporation will create social, economic and political problems, not only in each country in which they operate, but between those countries.**" This new international presence, Mr. Wilson said, can create national labour problems, legal problems, tariff problems, research problems, loyalty problems, and national security problems, among others.

It is easy to see, he said, that in the face of differing labour costs in various countries, **"a national trade union will be at a disadvantage in bargaining collectively with a multi-national employer who can control production in each country, or divert its export business to its plants in the country having the lowest wages and the fewest benefits, or giving the least labour trouble."** Mr. Wilson pointed out that if there is a strike in one country, increased production in others could relieve the ordinary economic pressures that help bring about strike settlements. He emphasized that the centralized management of the worldwide corporation will necessitate an equally centralized trade union organization "in order that it may bargain effectively on a world-wide basis for its members in each country."

The speaker then went on to compare the U.S. and Canadian systems of dealing with industrial disputes. "In general, it can be said that the system in a country governing relations between labour and management . . . reflects varied historic, political, social and economic incidents and circumstances. For instance, **Sweden, for reasons of national economics, now has a system based on industry-wide bargaining. The United Kingdom has a system that is in its liberal, laissez-faire tradition, into which the Labour Government has tried to introduce legislative controls because of a faltering economy and serious balance-of-payments problems. The USSR has an authoritarian labour relations system in which the objectives of the state are paramount—a heritage of its own revolution."**

Why, then, have somewhat different labour legislation and policies developed in Canada and in the United States—two countries so closely linked by geography, family relationships, business associations and social, political and economic interests? One important reason, Mr. Wilson thinks, is that the United States has an entrenched Bill of Rights of general application, guarded by political institutions and the courts. **"In Canada, rights are those that are created or altered from time to time by a federal Parliament and ten provincial legislatures, all eleven having the power to enact labour relations legislation in their separate jurisdictions."**

Then, there is the harsher climate of Canada. Strikes without warning, or strikes lasting for months "would gravely impair the health and livelihood of persons dependent in their employment on the availability of transportation and communications." Canada depends on the two transcontinental railways and the St. Lawrence Seaway. **"Any labour dispute that tied up the railways for more than two weeks or the Seaway for a little longer would be economically ruinous to large regions of the country.** By contrast, the U.S. is not similarly dependent."

In the U.S., there are many regions of high industrial activity. This is not so in Canada, Mr. Wilson said, where industry is largely concentrated in parts of Ontario and Quebec. Consequently there is less dependence in the U.S. on transportation and communication for economic survival. "It can afford quicker and longer strikes."

The eight-month-long U.S. copper strike, the four-month-long steel strike, and the recent longshoremen's strikes are evidence of the ability of the U.S. to bear prolonged work stoppages in essential industries. "These relatively favourable circumstances of size and economic dispersion condition the legislative attitude of the U.S. in labour relations matters . . . It is necessary, therefore, that the Canadian system of legislation and control of the mediation agency be governed by Canada's economic vulnerability to labour unrest and the political sensitivity that such vulnerability engenders.

But both the U.S. Congress and the Canadian Parliament must act when disputes imperil national health and economic welfare, Mr. Wilson said. "I think it is a tribute to both the U.S. and Canadian systems of disputes settlement, and to the participating unions and employers, that it has been found necessary to resort to special labour legislation only rarely."

Mr. Wilson concluded his address by saying that a problem facing unions now is how they should use their economic strength without putting any hardship on the public. "Instead of the total strike, reliance is placed on work-to-rule, slowdowns, or rotating strike action in parts of a large operation. But, in essence, **the problem facing unions, employers and governments today is as it was with Mackenzie King in 1907: When do private rights become public wrongs, and so make necessary the legislative controls that all wish to avoid?"**

News Briefs

■ **Marcel Dubuc, 50, has been appointed Chief, Information Division, in the Public Relations and Information Services Branch of the Canada Department of Labour.** He will be responsible for co-ordinating and developing departmental activities as they relate to media relations, promotion and audio-visual programs and general information services.

Mr. Dubuc has had extensive experience in the promotional field, with several major advertising agencies and corporations. He was associated also with the Canadian Press and the former British United Press. Prior to coming to Ottawa, he had been with the CBC in Montreal for 10 years. Mr. Dubuc entered the federal Government service in Ottawa in 1965 with the Centennial Commission where he was acting director of public relations and information. After its dissolution, he joined the Canada Department of Labour, leaving in August of last year to help launch a program of bilingual development at the Dominion Bureau of Statistics.

Mr. Dubuc was born in Winnipeg, received his earlier education in Europe, and obtained a B.A. from the University of Montreal where he later studied law. He also took postgraduate courses in economics at McGill University and obtained a special scholarship in economics and languages at the Montreal School of Higher Studies.

An officer of the former Non-Permanent Active Militia since 1938, Mr. Dubuc joined the active force in 1940 and spent five years overseas, the last two in counter-intelligence in Italy and northwest Europe.

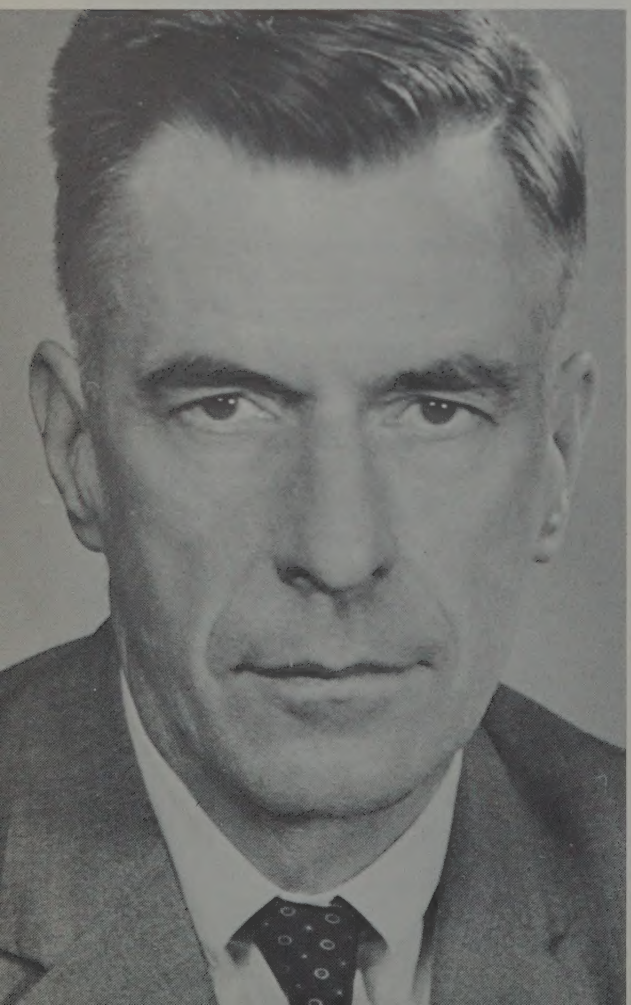
l Egide Dandenault, 42, formerly an information fficer with the Department of Forestry and Rural evelopment, now the Department of Regional Economic xpansion, has been appointed Editor of La Gazette du ravail. Mr. Dandenault was an editor and reporter ith the Canadian Broadcasting Corporation News ervice in Montreal, and was also a researcher, editor nd interviewer for the CBC in Ottawa. Among his umerous writing and editing appointments, Mr. andenault was director of the weekly, La Tribune in ull, and director of an advertising agency there. He as also an editor and member of the editorial boards ' Vie Etudiante and François, and has acted as vice-resident and president of the Federation of Authors nd Artists of Canada. Mr. Dandenault is the author ' several articles, publications and memoires, notably: lull 64, a 96-page document on the city of Hull; lécessité d'un regain industriel à Hull, written for the lull Chamber of Commerce and submitted to mu-rcipal authorities in 1965; and Mémoire du Service ocial de l'Outaouais Inc., for the Castonguay Com-ission in November 1968. The new Editor of La azette du Travail succeeds Georges d'Astous, who s left the Department of Labour to join the Depart-ent of Indian Affairs and Northern Development.

■ **The two-part article, ILO in Wartime, by C. Wilfred Jenks, Principal Deputy Director-General of the International Labour Organization, which appeared in the May and June issues of The Labour Gazette, was a condensation. The original, full-length article will be published in booklet form by the Canada Department of Labour sometime before the end of 1969.** The booklet will be included in the bound volume of The Labour Gazette for 1969. Several alterations to the text of the Gazette's two-part article should be noted. In the May issue, page 278, near the bottom of the centre column, "September 3" should read "September 19." In the June issue, page 326, column 1, paragraph 2, line 6, the word "members" should read "constituents." In column 2, paragraph 1, line 5, "Russia" should read "U.S.S.R." And on page 327, column 1, paragraph 1, line 5, "Secretary of State" should read "Secretary of Labor."

■ **Quebec's first province-wide agreement in the construction industry was ratified in July.** The settlement between the CNTU, the Quebec Federation of Labour and five employer associations ended a dispute that had included bombings, goon squads and inter-union quarrelling. About 12,000 workers affiliated with the CNTU had been off the job in Quebec City and the Rimouski area since May 12. The strike later spread to the Eastern Townships. **The agreement may assure peace in the construction industry for the next four years.** Agreement was reached in negotiations conducted by Labour Minister Maurice Bellemare. There was no strike in the Montreal area, where the QFL accepted a new contract last April 30. As a result of the QFL's action, the CNTU kept its men working on Montreal projects. A major accomplishment of the settlement pertains to a job security clause in the contract that provides for the use of hiring halls as pools of skilled building tradesmen. Workers will also receive an increase of 54 cents an hour in three installments, varying somewhat throughout the 14 construction regions in the province. The agreement also increases vacation pay and divides workers into two categories, permanent and part time. Permanent workers will have priority over part time workers, and permanent workers from the region where work is being done will have priority over those from outside the region.

■ **Canadian-born John Kenneth Galbraith, American economist, author and diplomat, will be one of three keynote speakers at the national tripartite conference on industrial relations, to be held in Ottawa, October 26-29.** Mr. Galbraith, who is Warburg Professor of Economics at Harvard, was appointed assistant administrator of the U.S. Office of Price Administration in 1941 and charged with the responsibility of establishing nation-wide price controls.

Starting with a staff of 10, he had developed a 16,000-man organization by the time he left the job in 1943 for a year on the staff of Fortune magazine. During the presidential campaigns of 1952 and 1956, he was one of Adlai Stevenson's chief speech writers and advisors. Five years later, President Kennedy appointed him Ambassador to India, a post he held until 1963. A prolific and sometime controversial writer, he has written six books on economics, as well as his two best-sellers, The Affluent Society and The Scotch.



The second keynote speaker is Louis Armand, Inter nationally known French industrialist, educationalis and scholar. Mr. Armand began his career as a minin engineer in the Corps des Mines at Clermont-Ferran France. He entered the Paris-Lyon-Mediterranea Railway Company as chief engineer in 1934. H joined the Société Nationale des Chemins de Fe Français in 1944 as Director of Central Services. H became Assistant General Manager in 1946, Gener Manager in 1949, Chairman of the Board of Dire tors in 1955 and Chairman in 1958.

Chairman of the Conseil de Perfectionnement of the École Polytechnique since 1956, Mr. Armand has also been president of several other organizations: EURATOM from January 1958 to February 1959; Bureau d'Organisation des Ensembles Industriels Africains from 1954 to 1958; Lorraine District Coal Mines from 1959 to 1964; and the French Association of Standardization in 1963. In addition, Mr. Armand is a director of several other organizations.

A professor at the National School of Administration, Mr. Armand participates also in the activities of the Conseil de Surveillance of the study group for the proposed tunnel under the English Channel. A member of the French Academy, the "Institut," and the Academy of Political and Moral Sciences, he is the holder of several decorations. He is a Grand Officier de la Légion d'Honneur, a Compagnon de la Libération, has received the Military Cross, and is a High Commander of the British Empire.

The third keynote speaker will be Allan Flanders, an Oxford lecturer, author and authority on industrial relations. Mr. Flanders is a full-time member of the British Commission on Industrial Relations; and for the past five years, a Fellow of Nuffield College.

After having worked as a journalist and a tutor in adult education, he became an engineering draughtsman, and subsequently played an active role in the labour movement as a trade unionist. In 1943, he became research assistant to the Trades Union Congress in Great Britain, and in 1946, he joined the British Control Commission for Germany as head of the political branch. Mr. Flanders was a member of the Secretary of State's Colonial Advisory Committee from 1954 to 1962, a member of the Civil Service Arbitration Tribunal, and of the National Reference Tribunal for the Coal Mining Industry, and an industrial relations adviser to the National Board for Prices and Incomes from 1965 to 1968.

The conference will honour the 50th anniversary of the International Labour Organization, and the tripartite structure, modelled after the ILO, will bring together the parties principally involved in industrial relations—unions, management, and government. Some 200 delegates will examine topics concerning labour standards, Canada's international commitments, industrial relations generally, and specifically, the "public interest" aspect of disputes.

■ **Richard C. Smith of St-Laurent, Que., has been appointed to the Canada Labour Relations Board by Hon. Bryce Mackasey, Minister of Labour, as a member representing employees.** Mr. Smith, 42, is Vice-President of the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, and is also Chairman of the Associated Non-Operating Railway Unions, which negotiate on behalf of some 75,000 non-operating railway employees in Canada. The Canada Labour Relations Board is composed of four members representing employees, four members representing employers, an impartial chairman, and a vice-chairman. It meets periodically to deal with representations concerning the certification of trade unions as collective bargaining agents for groups of employees, and to handle other labour relations matters affecting undertakings and industries under federal jurisdiction.

■ **The new Manitoba Minister of Labour is A. R. Paulley.** He was first elected to the Manitoba Legislature in 1953, and in 1960 was elected leader of the province's Co-operative Commonwealth Federation (CCF) party. He continued as leader when the CCF became the New Democratic Party (NDP), and relinquished his leadership in June. Mr. Paulley was born in 1909. He was a foreman at the CNR Transcona shops from 1946 to 1949, and in 1951-52 he served as mayor of Transcona.

■ **Russell Bell is the new head of the research department of the Canadian Labour Congress. He replaces John Fryer, who was appointed Executive Secretary of the British Columbia Government Employees Association.** Mr. Bell was born in Britain, attended school in the United States, and came to Canada in 1943 to join the Royal Canadian Air Force. He served overseas as a gunner, completing a tour of operations in Europe. After the war, he graduated with an honours Bachelor of Arts degree at Carleton University, Ottawa, and took his Master's degree in political economy at the University of Toronto. From 1951 to 1953, he was assistant to M. J. Coldwell, M.P., who was then the leader of the Co-operative Commonwealth Federation (CCF) party. He then became research director for that party, continuing in that position until 1958, when he joined the staff of the CLC. He was assistant and later associate research director of the CLC until 1964, when he joined the staff of the Economic Council of Canada to undertake research in manpower and labour areas.

■ **County Court Judge Walter Little of Parry Sound has been named by Ontario Labour Minister Dalton Bales to head the seven-man Ontario Labour-Management Arbitration Commission to provide arbitrators for provincial labour disputes.** The commission will be responsible for ensuring that arbitrators are available for disputes in which the parties cannot agree on the selection of an arbitrator, and to provide administrative services, such as arranging dates and locations for hearings. The three members representing employers are: J. W. Henley, Vice-President of Personnel, Canadian Westinghouse Co. Ltd.; C. B. C. Scott, a retired assistant general manager of personnel for Ontario Hydro; and C. A. Morley, a company labour relations lawyer. Representing labour are: Herbert Gargrave, United Steelworkers of America; Henry Kobryn, Secretary-Treasurer, Provincial Building and Construction Trades Council; and Harry Simon, Regional Director of Organization for Ontario, Canadian Labour Congress. **In addition to its other duties, the commission will sponsor research on the arbitration process and public awards and general information concerning arbitration.** The parties to an arbitration will continue to be free to agree on the selection of an arbitrator, but they can request the Commission to appoint in cases where they cannot agree. Arbitration costs, although they will continue to be paid jointly, will come under a standard schedule of fees and expenses to be set by the commission.

■ **The British Government has abandoned its plan to legislate against unofficial strikes (L. G., May, p. 268) Instead, the Trades Union Congress has agreed to police its members and carry out its own plans for dealing with industrial disputes.** The legislation proposed by the Wilson Government had deeply split the Labour Party so the dropping of the legislation was received with jubilation. The acting General Secretary of the TUC Victor Feather, won his main points from the Government: **the proposed fines on wildcat strikers have been withdrawn, and unions affiliated with the TUC have surrendered some of their sovereignty to the Congress.** In cases of industrial disputes, the TUC will judge whether strike action is reasonable or unreasonable. If reasonable, it will do everything possible to promote a settlement; if unreasonable, it will order or recommend an immediate return to work. **If the unions refuse to go back to work, the general council of the TUC can suspend or expel them.** Government spokesmen said that they were satisfied with the arrangement, but Mr. Feather warned the public not to expect too much too fast. He said that the TUC would move in only on strikes that could be disastrous to the economy.

■ **Public employees have a right to join unions, two U.S. Federal District Courts of Appeals have ruled in cases brought before them by unions defending that right.** The most recent decision was rendered in a suit instituted by the International Association of Fire Fighters to challenge a North Carolina law that forbids public employees to join unions. That law, the court ruled, was "unconstitutional on its face." **The court added: "There is no valid state interest in denying firemen the right to organize a labor union."** The state law forbidding public employees to join unions is "void on its face as an abridgment of freedom of association protected by the First and Fourteenth Amendments [to the U.S. Constitution]." **The judges said that they did not question the power of the state to deal with emergency situations, but "we do question the overbreadth" of the law in question, which "strikes down indiscriminately the right of association in a labor union."** As soon as the North Carolina ruling was announced, the Fire Fighters reinstated two union locals that have a combined membership of almost 600. **In the other decision, the U.S. District Court of Appeals in St. Louis, Miss., upheld the right of two highway employees in North Platte, Neb., to belong to the State, County, and Municipal Employees Union.**

■ **Approximately 200,000 of the 450,000 employers registered with the Unemployment Insurance Commission are now able to pay their monthly contributions directly to chartered banks and certain other financial institutions.** Effective October 1, the employer may send the money to his own financial institution, either by cheque or cash, or he can have his account automatically debited when he sends in the remittance form. The money then goes to the agency of the Bank of Canada where it is deposited to the credit of the UIC. Some financial institutions, such as those with no commercial accounts, and some of the larger trust companies, have decided not to take part in the scheme, but an employer may deal through any chartered bank.

■ **Two areas of research in the Canada Department of Labour will be receiving more attention with the promotion of two economists in the department's Economics and Research Branch.** Alan Portigal has been named Assistant Director, Statistical Development; and Phillip Cohen has been named Assistant Director, Program Support Research. Mr. Cohen's duties involve the organization and direction of a research and information program to provide industrial relations and economic intelligence to all mediators, conciliators, and senior department officers; to provide a research support service to all operating branches; and to assist in program development, assessment and policy formulation. Mr. Cohen was chief of the federal industries division of the branch before taking the new post. Mr. Portigal's duties will include modernization of surveys conducted by the Economics and Research Branch, and development of new activities in support of changing departmental programs. He will also be responsible for maintaining federal-provincial liaison for the branch, and for advising senior management on statistical matters. Mr. Portigal was chief of the special projects division of the branch before assuming his new post.

■ **Ontario has a new medical plan under the federal Medical Care Act, and the province is embarking on a program of health resources development. As of October 1, the Ontario Health Services Insurance Plan will cover all physicians' services, certain dental-surgical procedures in hospitals, and eye examinations.** Under the development plan, Ontario will spend more than $65,000,000 annually on health-manpower development, and on measures to improve the availability of health services and the quality of health care. The capital program part of the plan will involve five universities with health science centres, nearly two dozen hospitals and many other related institutions. It will be phased over 10 years, and the capital cost is likely to exceed $600,000,000. **Another facet of the program is designed to bring about a better distribution of health personnel throughout the province.**

■ **Canadian workers who must leave their home area to find employment will receive additional help as a result of an amendment to the Manpower Mobility regulations announced in July by Allan J. MacEachen, Minister of Manpower and Immigration.** The amendment, which became effective September 1, will provide a living allowance of $20 a week for unemployed and underemployed workers benefiting from "exploratory grants" in order to find work away from home. This is in addition to the return travel expenses for workers and the living allowances for their dependants already provided under the exploratory grant regulations. **Workers receiving exploratory grants will now be given a $20-a-week personal living allowance, and travel expenses, and a living allowance up to $40 a week for their family, according to the number of dependants. These exploratory grants cover a search period of up to four weeks.** "This new amendment," said Mr. MacEachen, "will give an additional incentive to workers who have no hope of getting work locally, to search for jobs in nearby labour markets. It will assist more workers to look for jobs in areas where there are new opportunities and where their abilities can be channelled into more rewarding and productive employment." **Since the current Manpower Mobility Program went into effect in April 1967, almost 27,000 workers and their families have received exploratory or relocation grants to search for, or move to, jobs elsewhere.** Relocation grants are given unemployed or underemployed workers moving with their families to permanent jobs in expanding labour markets. **Substantial increases in relocation payments were announced in May.**

50 Years Ago

Boilermakers and ironworkers at Port Arthur called for shorter hours, while U.S. steel engineers in Spokane resisted both shorter hours and higher wages. A police union won autonomy. Canada's first safety week was staged. And the idea of chain stores was rejected. These items appeared in the October 1919 edition of The Labour Gazette.

■ **After hearing the evidence of a general manager and 11 workmen, a conciliation board issued its report on a dispute over hours of work between the Port Arthur Shipbuilding Company Limited and its boilermakers, iron shipbuilders and helpers.** Until June 1918, the employees of the company worked 10 hours a day for six days a week, with the exception of three months during the summer, when work was suspended on Saturday afternoons. Under a written agreement that had become effective on June 3, 1918, the hours of labour were nine hours a day for the first five days of the week and five hours on Saturday, making 50 hours for the week. This had continued until August 1, 1919, and provided for the Saturday afternoon holiday throughout the year.

It was a matter of general knowledge, the board said, that the usual working hours in industrial plants "until about a couple of years or so ago" were 10 hours a day. A number of witnesses who appeared before the board on behalf of the employees, said that, in their opinion, 48 hours a week was more than they could stand, and that they considered the work in the shipyard so fatiguing and exhausting that men should not be called upon to work more than 44 hours a week.

The board said it was aware that the Peace Conference in Paris had proposed the 8-hour day or 48-hour week, and that the Royal Commission on Industrial Relations in Canada had recommended a maximum working day of 8 hours and a weekly rest of not less than 24 hours, but that neither had recommended the 44-hour week. The board was aware also that the 44-hour week had just been put into effect in a few plants in Canada and it had been urged to recommend its acceptance on the grounds that the men could not stand working more than 44 hours a week. **Stated the board: "No evidence was offered to establish that any workman at the Port Arthur shipyard, or elsewhere in Canada, ever had his health broken by working 48, 50, 55 or 60 hours a week."**

The board thought that it would not be practical to have the boilermakers and ironworkers on a 44-hour week and all the other trades in the plant work 48 hours, as it would reduce production and increase the high cost of living. It recommended that the company's offer, of a 48-hour week with 50 hours' pay, with the privilege of working two additional hours a week at the corresponding hourly rates, should be accepted, and that boilermakers and all ironworkers should be paid at that rate as of August 1, 1919.

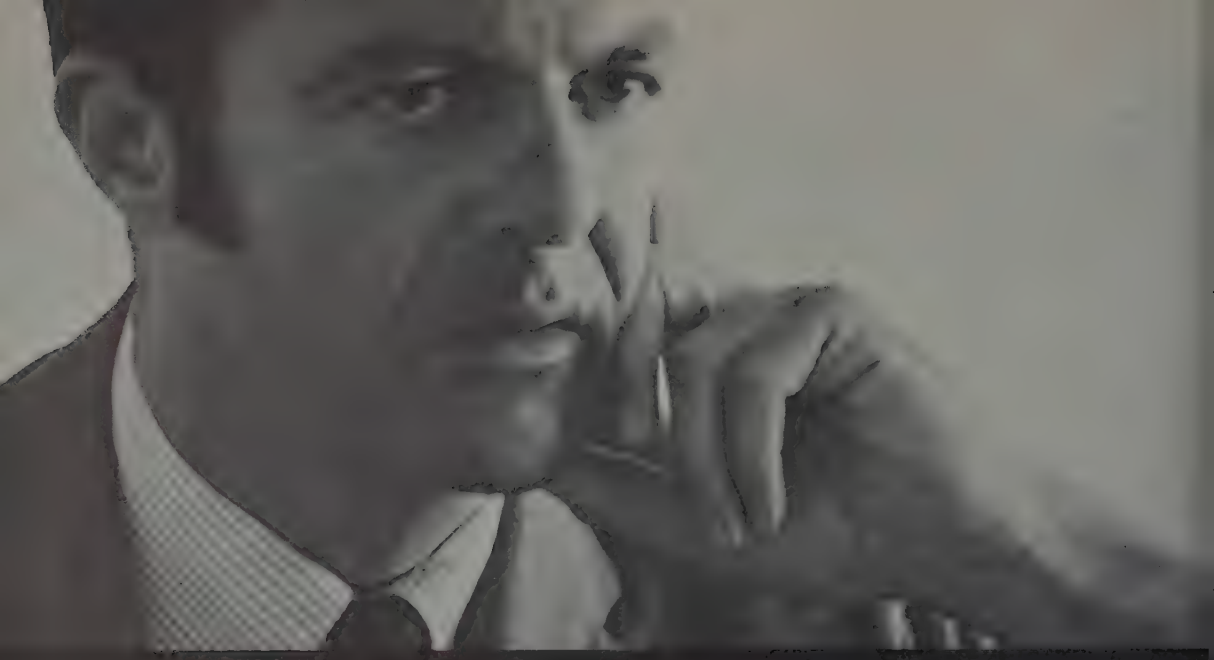
■ **"As the relation between increases in wages and he rise in prices of commodities is more clearly seen," eported The Labour Gazette in its October 1919 dition, "there appears to be a movement in some abour circles in the United States against further fforts to obtain shorter working hours and higher wages."** The International Union of Steel and Operating Engineers of Spokane, Wash., had expressed the view hat striking to raise wages was just giving an excuse or price increases, and it decided that, for a period of 0 days, it would not support any action to raise vages except in the case of those earning less than $5 day.

imilar views were expressed by a select committee f the Midvale Steel and Ordnance Company in a esolution stating: "Whereas we believe any workman ho demands a greater proportionate return for his bour than his fellow workmen in other lines is as uilty of profiteering as a grocer who charges exorbitant rices for the necessities of life, and that increases in ages paid to certain classes of workers by the govern- ent or others will result in higher prices being set by rofiteers for the necessities of life to all purchasers ike, it is therefore resolved that the persistent and ncreasing demand of workmen employed in all classes ıd kinds of industries for a shorter day's work and an ıcreased wage in order to meet the present high cost of ving is uneconomical and unwise and should not be couraged."

■ **Police associations were striving for autonomy ck in 1919.** Following the findings of a Royal ommission on Police Matters in Ontario, the Toronto licemen's Union decided to relinquish the Dominion ades and Labour Congress charter. The union was in ture to be an entirely autonomous body, in accord th views expressed by the Board of Police Commis- ners and the Royal Commission.

■ **Canada's first safety week, a brainchild of the rder Cities Safety Council, was held in the border ties of Windsor, Walkerville, Sandwich and Ford.** T promote the idea, 21 speakers gave four-minute ks each night at the various theatres, and spoke to to 32 industrial plants at the noon hour. More n 50,000 pamphlets and handbills were distributed, l safety cards and posters were placed in every re window, streetcar and automobile. A demonstration of first aid was given by the St. John's Ambulance brigade, and films were shown concerning accidents and their prevention. At the weekend, the program's originators were proud of the fact that there had not been a single accident resulting in death or injury.

■ **But another idea, today's popular and prevalent chain store, was weighed in the balance and found wanting.** At a conference of representatives from Ontario Co-operative Societies, held in Toronto on August 27, a resolution was passed opposing the chain store method on the grounds that it was not truly co-operative, depended on centralized direction, and was liable to be controlled by one man or a small group of men. Local members, the resolution said, would be too scattered to have an effective voice in management, and would be deprived of all sense of personal responsibility for their success. They claimed also that losses in some stores might neutralize the profits of others and jeopardize the whole co-operative movement.



The Challenge Of the Woods Report

By David Kuechle

David Kuechle is an Associate Professor of Industrial Relations at the University of Western Ontario, School of Business Administration. Before this, he was Assistant Director of the International Division, Harvard Graduate School of Business Administration, and was at one time Labour Relations Supervisor, Automotive and Aeronautics Division, A. O. Smith Corp., Milwaukee, Wis. The accompanying article was derived from an address delivered by Prof. Kuechle at the annual Business Conference at the University of Western Ontario on May 30. The views expressed are not necessarily those of the Department of Labour. Reproduction rights are retained by the author.

Two years of time and the combined efforts of hundred of persons throughout the world went into the preparatio of "The Report of the Task Force on Labour Relations, the 250-page document that was delivered to Prim Minister Pierre Elliot Trudeau in December 19((L. G., May, p. 269). Included in the work input were 8 commissioned research studies, 120 written briefs-- some solicited, some not—visits by members of th four-man task force to nine foreign countries, an countless hours of consultation, analysis and formul tion of recommendations for ultimate publication.

The Report is a careful, realistic analysis of the curre labour relations scene. Its recommendations are co prehensive but not radical, detailed but not cumberson It is significant for the recommendations it makes a no less significant for the recommendations it does n make. It is not urgent in its tone, but it comes to us at time when developments in labour relations requi urgent attention.

For those who hoped that the Report would provide a ready-made panacea for labour-management peace, here will be disappointment, for it offers no panacea. Rather, it offers an imposing challenge to business leaders, labour leaders, and all others connected with he labour relations scene. The purpose of this article is to consider the important features of the Report in he light of present-day trends in labour relations, and hen to draw some conclusions regarding its usefulness n dealing with those trends.

Principal Trends

Four principal trends promise to influence Canadian abour-management relations in the next decade.

1.—Demands and settlements leading toward economic parity with the United States and toward some form of guaranteed annual income.

Principal contract negotiations in recent years have pointed to the inevitability of economic parity and year-round income stability for workers. The word "parity" has been interpreted in several ways, and discussions will continue over its meaning for years to come. Nevertheless, it will be part of the demand package for most unions until Canada-U.S. parity in dollar purchasing power has been essentially achieved.

Canadian automobile producers are committed to the eventual achievement of parity and guaranteed annual income, and history indicates that auto settlements have pattern-setting impact on settlements in other industries. Companies will experience increasing difficulty in trying to persuade others that inferior productivity prevents economic settlements comparable to those in the United States, because more and more of Canada's principal firms have demonstrated a productivity superior to that of their U.S. counterparts.

Some companies will be able to slow these trends. Some industries and some areas may not feel their impact for many years. But Canada and the U.S. are moving toward economic unity; and as unity approaches, wage parity and stable yearly incomes will come upon us.

2.—Greater interest and influence of third parties in labour relations matters.

The 1966 railway strike was one of 21 strikes in the last 19 years that resulted in special federal or provincial legislation. In all 21 cases, the legislation was explained, in part, as an assertion of the public interest. Third-party interest in labour relations matters often extends beyond the boundaries of the nation. During the Air Canada strike of last spring, importers on the island of Jamaica were lamenting the absence of codfish, regularly shipped from the Maritime Provinces. Codfish in Jamaica, when cooked with a fruit called "ackee," constitutes a favorite mealtime staple. As the codfish became scarce, Jamaican importers exerted considerable pressure on the Canadian Government to end the strike.

Closer to home, many of us knew the inconvenience, both perceived and real, caused by the post office employees' strike of 1968, the St. Lawrence Seaway stoppages of 1962 and 1968 and the Montreal Transit strike of 1967. Aside from stoppages, third parties have shown increased concern with terms of settlement. Many times, settlements in one company touch off new rounds of increases in other companies in the same industry, then in other industries, thereby contributing to inflationary pressures. **As our society becomes more interdependent, and as the communications media provide heightened awareness, individual companies and unions are increasingly being forced to consider the impact of their settlements or failure to settle on interested third parties.**

3.—Changing role of unions.

There are four aspects to this trend. The first is that strikes are becoming less effective. One reason for this is automation. Some industries are now able to operate at or near peak efficiency with or without the normal

labour force. For example, when the Shell Oil refinery at Houston, Texas, was struck for 353 days in 1963, supervisory, technical and white-collar employees performed the functions normally performed by union employees. Average production during the strike was 140,000 barrels of oil per day; prior to the strike, it was 130,000 barrels.

Again, for four months in 1968, the New England Telephone Company experienced a strike without any serious disruption in service. Only those persons who wanted new installations were inconvenienced. **As automation increases, therefore, the ability of workmen to effectively shut down a company by refusal to work diminishes.** Strikes, if they occur, will likely be of short duration and will take on a public relations aura as the unions try to call attention to their disputes through newspaper ads, TV speeches and the like.

The emergence of conglomerates provides a second reason for the decreasing effectiveness of strikes. As companies increase in size, a strike against any part of their total organization does not hurt much. Sometimes only 20 per cent or less of the total profits are affected, thus allowing the organization to withstand economic pressure for a long time.

The second aspect of the changing role of unions is that the overthrow of agreed-upon settlements is increasing. Last May 27, the mechanics of United Airlines rejected a tentative contract settlement, termed by union leaders a "model contract . . . the most comprehensive updating of any contract since the start of the jet age." The agreement would have provided for a 30-per-cent increase in wages over three years. In addition, it called for 95 pages of rule changes. Yet the members said, "no thanks," and sent their representatives back to the bargaining table.

Such rejections reflect a certain restlessness among the rank and file, and some form of apartheid between union leaders and their members—perhaps another example of the generation gap.

The third aspect of the changing role of unions is that the union has a reduced role to play in gaining benefits for members. Managements, in general, have become more alert to the needs and aspirations of employees, and to the apparent failure by some union leaders to adequately represent their members. Consequently some managements have developed a policy of direct contact. Settlement packages are preformulated to win approval. Once formulated, managements seek to sell the package—in the tradition of Lemuel Boulware, former Industrial Relations Director of the General Electric

Company. In 1969, at least one important compan employed the services of a well-known advertising firr to help "sell" its contract proposals—and the industria relations director of that company referred to collectiv bargaining as a "marketing function!"

Unions have resented and fought such practices. Som have adopted a selling process of their own. One larg union, the International Union of Electrical, Radio an Machine Workers (IUE), was successful in obtaining court ruling that such tactics constituted unfair labou practices. Nevertheless, the practices have continue and seem to be growing.

A fourth aspect of the changing role of unions is that the are engaging in activities outside the collective bargainin relationship. Several avant-garde union leaders wh have recognized this fact have led their organizatio into new activities. The 1.4-million-member Unite Auto Workers (UAW) is an example. Last May th

AW, along with the International Brotherhood of eamsters, formed a new organization called the Alli-ce for Labor Action (ALA). The ALA will pay par-ular attention to race relations, the war on poverty, d the organization of underprivileged workers. The LA will also devote its efforts to helping workers in veloping countries achieve a more respectable life.

eaders of the ALA will not abandon their traditional rgaining table functions, but they have demonstrated eir awareness of the fact that the world is changing d that the old ways will not do. There is a new and tter educated breed of workers who have scant preciation of the Pullman strike, the Lethbridge al strikes and the Battle of the Overpass. It is a eed that calls for new forms of action in fields tside the traditional bargaining and contract ad-inistration areas.

—Government's increasing role as an employer.

e Governments of Canada and the United States are pidly emerging as principal employers. A dramatic flection of this fact is the growth of the Canadian

ion of Public Employees (CUPE) in recent years. PE claimed 96,000 members in 1966; now they have ,000—the third largest membership in the country. er the past two years, CUPE had the greatest wth rate of any major union in Canada.

governments compete with private industry for man-er, they will be required to match or exceed the nomic benefits provided by private industry; and, as the bargaining power of CUPE increases, it will demand improved benefits. Eventually the government—long an abstainer from guideline formulation and pattern-setting—will likely become a pattern-setter, and those charged with the negotiation of labour agreements will be subservient to budgetary allocations dictated by parliamentary action.

Having considered some of the principal trends in labour relations, let's look at the Task Force Report and ask how it deals with these trends and how it answers those who advocate legislation to control the trends.

The most significant recommendation of the Report is stated in three words, words that for the first time in history describe a labour relations policy for Canada. The three words are "free collective bargaining." In the context of the recommendations, it is important to know what these words mean and what they *do not* mean.

They do mean: freedom to agree and disagree; freedom to bargain about any subject within the law; freedom to strike or lock out or not to do so both at contract deadline time and within contract terms, if the parties so decide; and freedom to use or not to use outsiders in the settlement of disputes.

They do not mean that companies or unions are free to do what they please without interference from each other. With these points in mind, let's look at some of the most significant recommendations.

Arbitration. The task force has recommended that present-day legal requirements calling for final and binding arbitration of all disputes arising from contract terms be abandoned. Arbitration provisions written into future contracts would be voluntary.

No-strike clauses. There is a recommendation that no-strike no-lockout clauses, now required by law in

many jurisdictions, be voluntary. Furthermore, the task force would permit parties to provide the right to strike over the impact of automation during a contract term.

Conciliation. The Report recommends that the services of a conciliation officer be imposed on the parties before a legal strike or lockout can begin. The right t strike or lock out could no longer be delayed by virtu of conciliation beyond the termination date of th contract unless both parties agreed.

Guidelines. The Report specifically states that th Government should not set wage-price guidelines, bu it does recommend establishment of a governmer agency that would accumulate and disseminate statistic from which parties might set their own guidelines.

Public emergency disputes. The Report avoids establish ment of any preannounced procedure regarding emer gency disputes, and it consciously avoids listing in dustries in which work stoppages cannot be tolerated.

Contrasting these recommendations with contemporar labour relations trends, we might conclude that th Task Force Report is an irrelevant, useless documen On second look, however, we can effectively argue tha the Report puts forth a practical framework for dealin with current and developing problems. By looking a the trends cited earlier, we can add strength to thi argument.

Wage Parity and Guaranteed Income

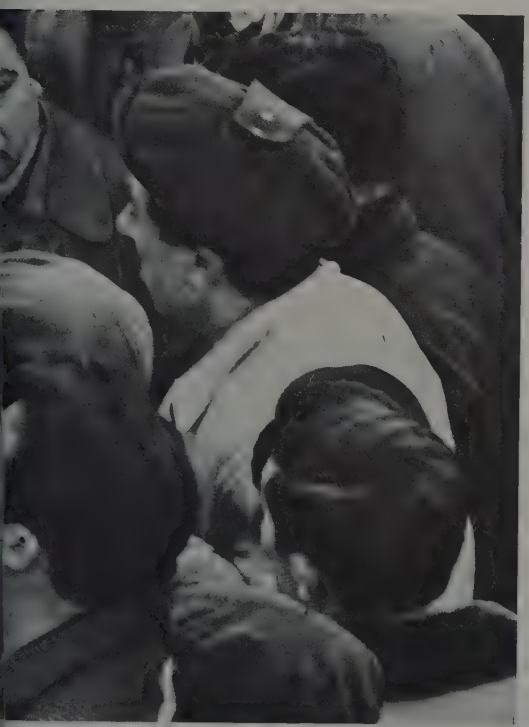
There are at least two ways to deal with wage parit and guaranteed income. The first method calls fo protectionism and economic separation. This is contrar to the desires of most progressive-minded Canadians The second method calls for modernization and in novation, so that sales cycles can be levelled and labou costs either reduced or kept constant. It calls for th development of new products and for changes in ol products to make them better and cheaper. It call for expansion of markets beyond the Canadian borde so that economies of large scale can become operative It calls for aggressive promotion to capture ne markets and dogged determination to keep them. I calls for eventual elimination of the productivity di ferential between the United States and Canada.

None of these proposals can be secured by legislatio Rather, they require an attitude of excellence, be attained through managements, unions and intereste third parties working together. The task force recom mendations do nothing to stand in the way of eventua parity, if it can be attained through free collectiv bargaining.

Third-Party Interest and Influence

The task force called for assertion of third-party interests in labour matters in two principal instances: 1. if requested by the parties; and 2. in certain undefined impasse situations where the public interest is involved. Present laws in most provinces of Canada call for the intervention of arbitrators, mediators and conciliators under certain prestated conditions. Under the policy of free collective bargaining, the parties themselves will normally decide whether they want to use the services of an outsider. The Report asserts that **recommendations for settlement made by an outsider are most likely to be accepted if that outsider is invited to enter the scene.**

The task force recognized that there are certain industries in which stoppages cannot be tolerated. If stoppages were threatened in such industries, unsolicited intervention would be imposed. **The Report, however, did not specify either the industries in which this might happen or the nature of the intervention. In this way, the Report acknowledged that an industry termed essential to public welfare today might not be so considered five years from today.** The Report acknowledged also that a form of intervention appropriate for one instance at a given time might not be appropriate at another time. Thus, parties to potentially crucial dispute situations will have difficulty calculating their bargaining strategies based on advance knowledge of outside intervention steps. Consequently, all parties in all industries are free, ostensibly, to agree or disagree. But they will know that agreements or disagreements without regard for their effect on third parties could result in some form of intervention.



Changing Role of Unions

Although the task force did not specifically cite the factor of the changing role of unions, it repeatedly acknowledged it by implication. **The Report encouraged companies and unions to devise new methods of bargaining and dispute settling.** There were references to continuous, non-crisis bargaining, to job enlargement and job enrichment programs, and to joint solution of complex problems involving modernization.

Two specific recommendations serve to enhance the status of unions: One would give them legal status—freedom to sue and be sued; the other would encourage the involvement of unions in decisions concerning automation by virtue of the unions' right to strike over the impact of automation within a contract term. Regarding the latter recommendation, **managements would retain the unilateral right to modernize; but the likelihood of avoiding a work stoppage as a result of modernization would be enhanced if management worked out the methods of modernization together with union representatives.**

Government's Role as Employer

The task force made no reference to the probable pattern-setting function of government as an employer in the years to come. In its recommendations, it advocated continuance of the Public Service Staff Relations Act. This effectively places government employees under a separate body of legislation and makes the government, as the employer, responsible to the judgment of the voting public. When the time approaches for the government to assume a pattern-setting role, the concept of free collective bargaining will be dependent on the willingness of voters to give their representatives the freedom to engage in unencumbered collective bargaining—even at the cost of possible inconvenience.

So far, there has been only one strike under the Act. Although it was disruptive and costly, the task force wisely concluded that the strike did not justify a change in the law. Whether this position can be retained over time is questionable, and it may represent the Achilles Heel in the policy of free collective bargaining. Considered in the light of the task force recommendations, the policy of free collective bargaining offers a strong challenge to business managers and labour leaders. We are in an exciting, unique position, for we can face the next decade with the confidence and knowledge that the road ahead is well defined. So far, we've been pushed down the road; we have operated largely in response to conditions and decisions made in the United States. **The absence of a clearly defined labour relations policy in this country has been an important characteristic of our method of operation.**

But now Canadians have defined a policy. Furthermore, Canadians have shown the courage to do some experimenting, as with the new labour law in British Columbia. **The country is small enough so that change can be effected with relative ease, and results can be seen fairly soon; and the country is large enough that actions here will be watched with interest by others too large to move as fast.**

The trends are clear. The documents have been delivered. We need to decide now what to do about them. Toward this end, I would like to propose a three-point program. My first point is that business and labour leaders must deal early with the trend over which they have most control—the matter of impending legislation. **Responsible business managers must act now to form groups to define labour relations objectives and to convert those objectives into acceptable legislative language. But the job doesn't stop there. Union leaders should be encouraged to do the same,** so that, within a specified time period, designated representatives of managements and unions can meet to formulate mutually agreeable legislation.

The Report is an ideal working document to this end. The talents and knowledge of those who wrote it should be utilized further, so that they can help business and labour leaders produce a practical, workable labour law along with effective administrative agencies. **We cannot afford to let politicians formulate this legislation, because politicians, generally, are unaware of the intricacies of labour-management relations.** If we let them do the job, the results could be something that no one could live with.

My second point is that union leaders must understand and adjust to the trends of the time. Managements can help toward this end. This part of the program is closely related to the first. Although its implementation requires more subtlety, its success or failure could spell the success or failure of the first. **Those unions that continue to bargain in the traditional manner—paying only lip service to the changes that are influencing them—will gradually lose their relevance.** As this happens, the leaders of these unions may come to realize that survival is at stake, and the unions will then be likely to stage painful survival struggles. Such struggles can be expected to last a long time and to interfere with the economic well-being of our country.

Unions need to answer some serious questions, such as: What substitutes are there for strikes? How will unions deal with the increasing interest and influence of third parties? Will union demands follow patterns set by the Government? How will unions deal with their colleagues who are engaging in new activities outside the collective bargaining spheres?

Some union leaders have built a relationship with their management counterparts that allows them to face these issues together and, in the process, to redefine both of their roles. Some unions and managements, for example, engage in continuous bargaining—avoiding crises as contract deadlines approach and voluntarily submitting issues in dispute to final and binding arbitration. Some, realizing that economic parity and guaranteed annual incomes are upon us, are jointly devising ways to smooth over cycles and to plan for modernization.

In one instance, a company and union, realizing that the enterprise would die unless modernization took

place promptly, found themselves in a bind. Modernization would cost money, and the company could only raise the necessary funds at exorbitant interest rates. The union, knowing that the project would result in loss of jobs, but knowing as well that survival was at stake, offered to lend the company $250,000. The offer was accepted!

In a small Midwestern town in the United States, a medium-sized furniture company and its union underwent a six-week strike several years ago. The resulting breakdown in communications and understanding was something neither party wanted to repeat. Fortunately there was enough left to salvage, and the company and union resolved that a strike had no place in the future. They therefore devised a plan called a "strike-work agreement."

In the event of an impasse, the company continues to operate and the workers continue to work. One third of the employees' wages are placed in a separate fund held by a bank, however, and the company matches the amount. If settlement occurs within four weeks, all the money is returned to the parties. If there is a settlement in the fifth or sixth week, 75 per cent is refunded. If settlement is reached in the seventh week, 50 per cent is refunded. If settlement is reached in the eighth week, 25 per cent is refunded. If no settlement is reached in eight weeks, all money in the fund reverts to the community to be used for charity. The union is then free to strike, the company to lockout. **There are hundreds of other examples of co-operative arrangements between unions and companies. Most of them can be pointed to with pride, because the companies are doing well, and the unions have a new-found vigour.**

Some characteristics of these arrangements may cause people to be apprehensive. Most, for example, were the products of crises; the parties were forced by external circumstances to work out a joint problem. In addition, such arrangements often involved sacrifice of traditional management rights, for companies willingly bared their innermost skeletons. They revealed their financial data, even their executive salaries, and they faced some searching criticism. Old-line managers, jealous of their prerogatives, would shudder at this prospect.

My third and final point is that the Report should be studied carefully. The document is one that deserves all our attention. **It encourages free collective bargaining, and it discourages government intervention. It encourages union-management co-operation, and it discourages unilateral action.** It deals with emergency disputes, but it discourages those who might, in dealing with such disputes, base their bargaining strategy on prestated techniques. It encourages automation and innovation, but it forces parties to deal with the problems resulting from automation before the fact and together.

Through education, through study and through jointly devised legislation, **managements and unions can build a labour relations framework for Canada that will allow them to acknowledge, respond to and appropriately control present-day trends.** By 1975, there could be a labour relations model in Canada that others would look to and seek to emulate. Some of the characteristics might be:

Free collective bargaining—not freedom to do as one pleases, but freedom to work out problems together;

Leadership in salaries and fringe benefits, coupled with control over labour costs in general;

Public and private employees of comparable skills receiving comparable compensation;

Relatively steady employment, with sales cycles virtually eliminated;

The right to strike within a contract term over issues involving automation or innovation;

Virtually no strikes, because managements and unions will be working out issues in advance of crises, using techniques based on jointly shared knowledge; and

Unions and companies actively represented in legislative bodies to ensure that the labor laws which they jointly devised are properly administered.

We have the brains and the tools to make this all come true. We need only ask whether we have the desire.

CIRRI Looks at the Woods Report

Labour relations and the Woods Report was the subject of the sixth annual meeting of the Canadian Industrial Relations Research Institute in June. Sponsored by the Industrial Relations Department of the University of Montreal, the CIRRI conference strove to select speakers who had participated in or contributed to the Prime Minister's Task Force on Labour Relations (L. G., May, p. 268), or who were informed observers of its comments and recommendations. The task force's Report was tabled in Parliament on March 26.

The CIRRI meeting provided a forum in which about 40 industrial relations experts from across Canada were able to discuss various aspects and implications of the Report's observations and recommendations.

The protection of individual members of unions within the principles of democracy in trade unionism was the topic studied by E. E. Palmer, Faculty of Law, University of Western Ontario, London. **Prof. Palmer stressed that he found no substantial evidence that unions have acted arbitrarily toward their members. But, nevertheless, he said, "the present position of unions under modern collective bargaining legislation requires that all possible steps be taken to ensure that the position of members of unions meets standards generally acceptable in today's community."**

The problem for the task force in making recommendations with respect to this topic "lay in the formulation of a system of guidelines or rules that, while protecting the individual, were not detrimental to the effective use of union bargaining power." Penalties for breach of the rules was another difficulty. Two possibilities were the use of "democratic" principles, and the functional approach, on both of which the speaker elaborated. **Is democracy a goal to which unions should address themselves? he asked. Or should the winning of better collective agreements be the overwhelming concern? Prof. Palmer hinted that the task force adopted the approach that emphasis should be placed on procedural protection rather than on so-called "democratic reforms."** The method adopted by the task force appeared to endorse change through legislation rather than by "requests for internal reform" or "changes in the common law."

The task force's recommendation with respect to union security is rooted in the concept that workers should pay an "agency fee" for services rendered by the

nion as their bargaining agent, thereby making it ompulsory that union dues be deducted from workers' ay cheques after negotiation of the initial agreement. rof. Palmer's belief however, is that such dues should e paid upon certification of the agent during negotiaons for an initial collective agreement, and thereafter a matter of right to the union. He would, though, rohibit more limited union security clauses.

The task force almost entirely neglects the control of a nion over the qualifications it can impose for member-ip," he observed. The flaw in its recommendation is at it does not relate to initial applications for member-ip, although it calls for a public review board to minister rights of appeal for union members.

bservations on the collective bargaining process as scribed in the Report were offered to the CIRRI legates by Alton W. J. Craig, Chief, Industrial elations Research Division, Economics and Research anch, Canada Department of Labour. He defined e process as "the mechanisms through which the rties in a collective bargaining system convert their als (or inputs) into the terms and conditions of ployment (or outputs).

here bargaining between labour and management concerned, he said, the task force had overlooked day-to-day interpersonal relationships at the shop el, where workers and supervisors adapt formal con-ct provisions to day-to-day needs. Dr. Craig believed t the task force had placed "too much emphasis alienation and subordination of the individual in workforce." The task force, he noted, favoured e general principle of freedom for the bargaining ucture to find its own form, subject to the exercise of uence by the state where the public interest is high." an informal basis, he pointed out, this condition eady exists in a number of industries under both eral and provincial jurisdictions.

Craig queried the meaning and use of the phrase gh public interest" in the task force recommenda-ns. The Report offers no guidance in this respect—bably due, he suggested, to the inability of the task e to specify appropriate criteria and the form of the otiating unit. Serious obstacles arise also from the sions between federal and provincial jurisdictions, h as occur at the conciliation stage. **Dr. Craig ned that bringing more industries under federal diction by Sec. 92 of the British North America would not be easy because the custom has arisen that a procedure is followed only with the consent of provinces.**

Collective bargaining results, as described in the task force Report, were discussed at the meeting by Prof. Douglas A. Smith, Centre for Industrial Relations, University of Toronto, who had prepared some of the background material on this subject for the task force. **Prof. Smith commented upon the difficulty of arriving at policy proposals in this area because of the degree of professional disagreement concerning the definition and significance of cost-push inflation, although he thought that the degree of disagreement was overstated in the report.** He did not believe that "any apology is needed for a position that collective bargaining and other institutional forces can have undesirable price level effects." He pointed out that collective bargaining cannot create inflationary wage increases by itself, but that "it must be reinforced by the ability of the corporation with which the union negotiates to pass on the wage increase in the form of a price increase." And the available literature on the causes of inflation fails to explain such basic questions as why wages rise, and it amounts to little more than a collection of truisms.

Prof. Smith found fault with the "sufficiently vague and compromising" language of the Report, which might allow easy misinterpretation. He attributed the reason to the tendency to treat the subject almost as a political rather than an economic issue. The Report states that monetary and fiscal policy alone do not constitute a reasonable solution, and recommended the creation of an incomes and costs research board (now the Prices and Incomes Commission). **Prof. Smith pointed out that wage-price guidelines have fallen into disfavour, especially since their collapse in the United States, but "limited evidence suggests that the guide-posts did have some beneficial effect during the years in which they were employed."**

Is there a conflict between good industrial relations and satisfactory wage-price performance? he asked. The Air Canada Strike of last spring (L. G., August, p. 444) was not an emergency, he said, and he commended "the action of the Government in allowing a long strike . . . particularly in comparison with the 'peace at any price' policy of its predecessor." **He thought that peaceful settlements are "not a mark of good industrial relations if the settlement is based on the belief that the size of the wage increase doesn't particularly matter, because it can be covered by a price increase."**

Compulsory conciliation boards have been disappearing from the Canadian scene during the past seven years, said Prof. W. B. Cunningham, Mount Allison University, Sackville, N.B. "Those provinces that have abolished them or sharply reduced the numbers appointed are satisfied that the benefits to collective bargaining have been desirable and that the changes have not increased the incidence or magnitude of strikes. The parties were able to reach agreements without the assistance of conciliation boards and without any adverse results in the experience with work stoppages."

In the paper he presented to the meeting, Prof. Cunningham prepared an analysis of the appointment of conciliation boards in Nova Scotia, New Brunswick and Ontario. **He noted that if the recommendation of the task force that conciliation boards be appointed only at the request of both parties were adopted, it would mean another substantial reduction in the number of compulsory boards. The conclusion of his study, however, is that "the impending demise of an old, well-known, and distinctively Canadian procedure" would not be missed by many.** The reduction of compulsory conciliation boards in the Ontario construction industry "did not lead to greater strike activity relative to the experience for all Canada." Similarly, the incidence of strike activity in the three provinces covered in his study did not reveal any appreciable increase when the change in the law removing the provisions for compulsory conciliation boards was made.

"Does the wave of labour unrest and strikes during the mid-sixties, and the widespread violence and illegality that accompanied it, represent something new in the Canadian industrial relations scene?" asked Stuart Jamieson, Institute of Industrial Relations, University of British Columbia. Prof. Jamieson found that, in a study for the task force, labour unrest in Canada has occurred in three long "waves" or "cycles," each of which started in a period of comparative quiescence. With relatively minor intervening fluctuations, overt protest and conflict then rose in magnitude over a period of two to three decades, reaching a peak, in scope and intensity, that was widely interpreted as constituting a crisis. This brought forth new government policies, followed by a new period of relative peace, then another mounting wave of conflict, and so on. The third of these waves, he said, covered the period from the late forties to the mid-sixties.

The wave of strikes during 1965-66 could not be viewed in Prof. Jamieson's opinion, as unique, unusual o unprecedented. "Indeed, relative to the much large labour force and percentage of workers unionized sinc World War II, the incidence or impact of strikes wa less serious in 1966 than in the previous peak years o 1919 and 1946." **A recent survey has shown that Canada alone among 15 countries studied, experienced an in crease since the war in the average duration of strikes although the incidence of strikes relative to the size o the work force employed and of total union membershi had declined markedly since the war, and this appeare to be a long-term trend.**

Prof. Jamieson said that Canadians tend to assert a image of a moderate, law-abiding people. **"In fact, w appear to have a record of violence and illegality in ou industrial relations second only to that for the Unite States," and a large portion of these offences took plac in the decade 1957-66.**

At the meeting, the members of the CIRRI elected thei new executive for the coming year. Louis-Marie Trem blay, Director, Industrial Relations Centre, Universit of Montreal, is the new President for a one-year term succeeding Past President J. Tait Montague, Yor University. Leo Roback, Industrial Relations Depart ment, University of Montreal, is Secretary-Treasure with Mrs. G. L. Aglaganian, University of Montrea as Executive Secretary.

The members of the board are selected to represer each of four groups that comprise the membership c the CIRRI: academic, business, government and unio The members for the coming year are: Mrs. Arank Kovacs, Economics Department, University of Winc sor; George Lach, Personnel and Labour Relation Canadian National Railways; Alton W. J. Crai Chief, Industrial Relations Research Division, Econ mics and Research Branch, Canada Department Labour; and J. Frank Chafe, Assistant Directo Department of Government Employees and Legisl tion, Canadian Labour Congress.

Ninth World Congress Of the ICFTU

There's an open door waiting if the AFL-CIO wants to return to the International Confederation of Free Trade Unions, but there has been no decision on affiliation of the United Auto Workers with the ICFTU. At the opening of the 9th world congress of the ICFTU, President Bruno Sorti of Italy announced, "By unanimous decision of the board, it has been decided that the question of the affiliation of the UAW would not be discussed at the Congress."

This was the first congress held since the AFL-CIO pulled out (L. G., July, p. 370). And the withdrawal has been preoccupying the executive of the ICFTU. This 9th congress marked the 20th anniversary of the ICFTU. The congress attracted 181 delegates, plus many advisers and observers from affiliated organizations. Of a total of 123 affiliated organizations, 72 were represented at the congress.

Donald MacDonald, President of the CLC, was elected a vice-president of the group at the congress. Mr. MacDonald is the first Canadian to hold this office. William Maloney, Canadian Director of the United Steelworkers of America, along with Mr. MacDonald, is a member of the executive board and was re-elected to that position.

In a resolution on the problems of modern society and human environment, the congress "welcomed the growing awareness throughout the world of the serious threats that an industrial environment taking shape in anarchy is posing for mankind's biological, cultural, and social future." The resolution states that the wastage caused by unco-ordinated industrial activity was absolutely intolerable when the greater part of humanity was still living in poverty. The congress called for a systematic policy for improving the quality of human environment.

A resolution on multi-national corporations called attention to the new challenge that the massive economic and financial strength of these enterprises poses for the trade union movement. The resolution demanded that these corporations negotiate with trade unions and abide by ILO conventions; that they respect priorities of national planning; that company mergers be subjected to approval by public authorities; and that measures be taken soon enough to avoid hardships caused by plant closings.

Labour Federation Conventions – 1969

Three federations of labour, in Manitoba, New Brunswick and Newfoundland, held their annual conventions during the summer months. The Manitoba federation delegates listened to a report on recent developments in the boycott against California grapes conducted by the United Farm Workers organizing committee, and abetted by union support in many cities in North America. The New Brunswick federation was concerned with high tax rates for union members, and the threat that compulsory arbitration might be introduced into the Canadian collective bargaining system. The Newfoundland group sought collective bargaining privileges for all government workers.

Manitoba

The guest speaker at the Manitoba Federation of Labour meeting, Jessica Govea, urged the delegates not to buy California grapes. Miss Govea, an organizer for the United Farm Workers, which has been conducting a strike against the California grape growers, has been touring Canada to promote the boycott against the grapes (L. G., December 1968, p. 703). The dispute began in California almost four years ago, when workers in vineyards went on strike over wages and working conditions. The strike has so far met with limited success, but the United Farm Workers are working toward a settlement this summer.

Miss Govea described the working conditions of the grape harvesters, who are mostly of Mexican descent. **She said that families received an average wage of $2,024 during 1967—well below the poverty income in the United States of $3,000 a year. She said the United Farm Workers organizing committee is attempting to win increased wage rates for the grape pickers, improved working conditions, and an end to child labour in the grape fields.**

The annual convention of the federation took place in Winnipeg in early June and it drew more than 300 delegates to discuss 165 resolutions and several reports and statements. Delegates voted to oppose the Manitoba Hydro project for the flooding of Southern Indian Lake by diversion of the Churchill River. They also voted unanimously to institute a 2-cent, monthly, per capita tax to be paid on a voluntary basis. The money is to go toward political education of the province's unionists. The proposal went into effect immediately.

The federation endorsed a resolution that the provincial Legislature should amend the Landlords and Tenants Act because it is at present weighted in favour of the landlord "and offers little protection to the . . . tenants." The delegates voted to ask the Government to grant individual municipalities authority to establish municipal tenants' appeal boards to hear tenants' grievances and to protect them from unjustifiable eviction. The resolution also called for rent control and for a review of the Act.

H. L. Stevens, prairie region supervisor of the United Steelworkers of America, was elected President of the federation. He replaces A. A. Franklin, who resigned to take up work in the conciliation service of the Canada Department of Labour in Vancouver. Bernard Christophe, Retail Clerks' Union, was re-elected Secretary-Treasurer. Both were elected by acclamation. Others on the new federation executive include Joseph H. Wilford, first Vice-President, and Tom E. Fick and R. J. Henderson, Winnipeg Vice-Presidents. Country Vice-Presidents elected are William T. Hanna, Flin

lon; Muriel Willson, Brandon; Al Pohl, Pine Falls; Villiam Hendry, Selkirk; and Tom Wensley, Lynn ake. Executive council members elected "at large" are ordon Ritchie and John E. Pullen.

New Brunswick

here is a well-organized conspiracy in Canada to dis-redit the labour movement, Paul LePage, President of e New Brunswick Federation of Labour, told 265 legates to its annual meeting. In his presidential report the convention, which was held in Fredericton in ne, Mr. LePage said **the conspiracy is aimed at "the eakening and disruption of the Canadian labour move-ent, if not its complete destruction."**

e spoke out against a campaign of adverse publicity in ovincial newspapers allegedly designed to pressure e New Brunswick Government to reject the vital rtion of the new Public Service Labour Relation Act, ssed by the Legislature, which will give public rvants the right to strike. The Act was drafted after e tabling of the report of the Royal Commission on bour, which was conducted by Prof. Saul Frankel of ontreal for the provincial Government. Some news-pers, through their columnists, tried to oppose some the measures recommended in the report, particularly ose dealing with resolution of disputes, which the ion body believed was part and parcel of the whole port, Mr. LePage said.

also criticized other legislation or legislative proposals lt, he said, have been designed to restrict the labour vement. He mentioned particularly Bill 33 (L. G., y 1968, p. 392), passed by the British Columbia gislature, which gives the Government the power to ce compulsory arbitration. Mr. LePage pointed out t compulsory arbitration is recommended by the nd Report (L. G., Dec. 1968, p. 686), and also said t the Prime Minister's Task Force on Labour Re-ons (L. G., May, p. 269) puts forth recommen-ions that would be harmful if implemented.

e federation president went on to discuss recent tax reases at the provincial level, which he termed too at, regressive and discriminatory. **He said that the increases are discriminatory because they hit the nings of low- and middle-income taxpayers, while porations were exempted from sharing the heavy tax reases.** He said taxes paid by wage and salary ners, including sales and luxury taxes, will rise by per cent. The provincial Government's revenue from poration income taxes would rise by only 11.3 per t, and this increase "will be due in part to new rations and particularly to an increase in the profits corporations. Their tax rate will not be changed."

New Brunswick Labour Minister H.H. Williamson told delegates that the Government does not believe that industrial harmony can be achieved by introducing "reams of restrictive legislation." His department's philosophy, he said, was "to provide only sufficient legislation to support the efforts of management and labour to accomplish the maximum amount of industrial peace on the basis of negotiation without interference."

Certain legislation is necessary, he said—particularly that concerning the minimum wage level, human rights, good working conditions, adequate safety measures, compensation and care for the injured, and training and retraining of manpower resources. **The role of government in labour-management relations, he added, is based upon the assumption that it is the responsibility of government to promote the welfare of the individual and the economic well-being of the province.** In order to achieve these aims, government must "strive to create an atmosphere of co-operation between management and labour conducive to industrial peace and prosperity.

"It is not so long ago," Mr. Williamson said, "that it was conceded the aims of labour and management were so traditionally opposed that there could be no meeting of minds between them. **In this enlightened age, however, it is becoming increasingly evident that the relationship between labour and management has to be based on mutual concern and mutual respect. The greates contribution towards industrial peace has been throug mutually developed plans of industrial relations.** Nego tiations between labour and management are no always successful, and there is much evidence o situations in which no common ground can be found with deadlocks resulting."

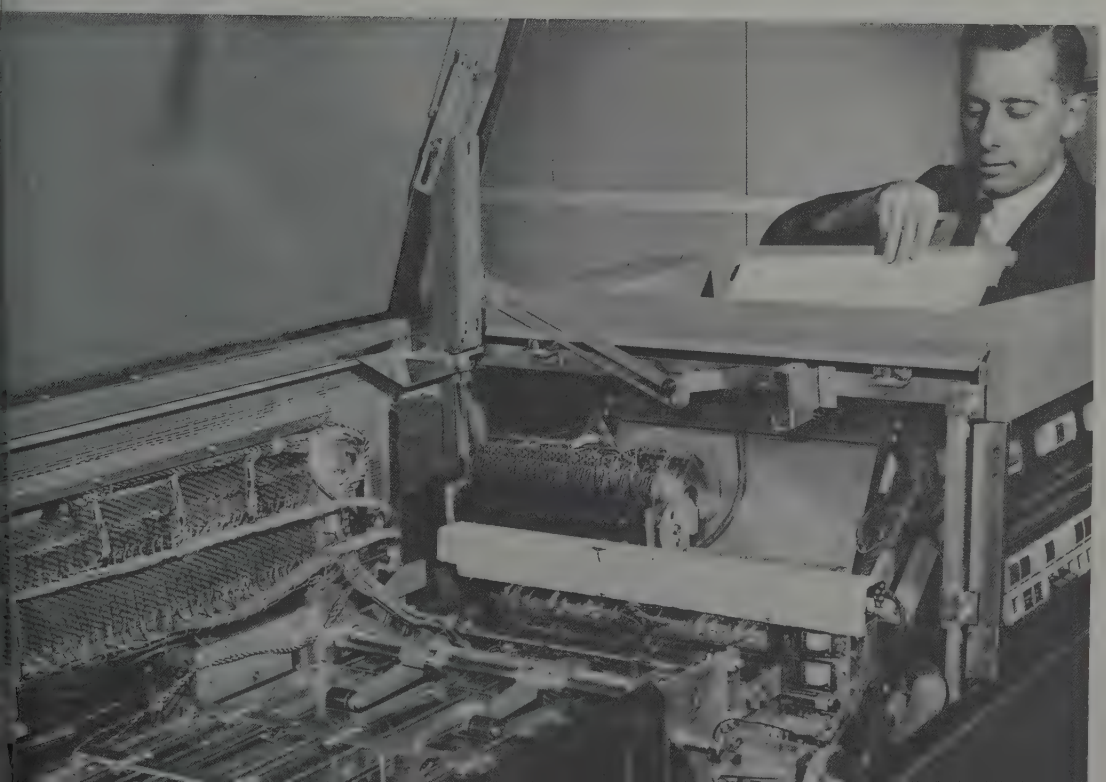
Henry Rhodes, Director of Federations and Council for the Canadian Labour Congress, defended collectiv bargaining as the best possible system of labour rela tions in a free society. **Despite its limitations, "there i no viable substitute to free collective bargaining in a fre society."** The important role of collective bargainin in the Canadian economy has been fully vindicated b the report of the Task Force on Labour Relations he said.

he task force says what we in a trade union move-nt have been saying time and time again: **Collective gaining as it is now practised, works; it is showing ults; and such weaknesses as it may have are a small ce to pay for the benefits it provides."** Mr. Rhodes nt on to describe the misunderstanding in the public nd about trade unions and collective bargaining. **he crises in collective bargaining—the one strike that urs for every 100 peaceful settlements—seem to get the attention."** Mr. Rhodes described the greatest oblems concerning labour today as maintaining free lective bargaining, solving unemployment, ensuring quate housing, effectively tackling poverty, and moting human rights.

ring the convention, the federation, which represents 00 trade unionists in the province, and the Atlantic operative Council, which represents most phases of operative and credit union activity in the Atlantic vinces, submitted a joint brief to the provincial vernment requesting the introduction of legislation llow construction of co-operative housing units. **The mission said that an estimated 4,500 families, earning ween $4,700 and $7,500 annually, require housing iediately and could benefit from a co-operative, self-, home-building plan.**

Three co-operative housing groups have been formed in cities in the province with the intention of building this year. With no provincial plan or procedure available to them, they must work through the Central Mortgage and Housing Corporation's co-op scheme or find private sources of mortgage funds. The two sponsoring bodies asked the Government to introduce legislation that would allow housing co-operatives to borrow through the CMHC under Sec. 35a of the National Housing Act. The brief said that a Nova Scotia scheme, in operation since 1938, has constructed 3,000 units, which represents only a small fraction of the plan's potential. It pointed out that the co-operative home building plan in Nova Scotia is not subsidized by any level of government, nor need it be in New Brunswick. **Although some schemes receive preferential interest rates, "it can be shown that co-operative self-help housing considerably reduces costs to government of providing homes for low-income families."**

Paul LePage of Bathurst was re-elected for his third term as President of the New Brunswick Federation of Labour. Gregory Murphy of Moncton is the new Secretary-Treasurer. Regional Vice-Presidents for the coming year are: Phillip Booker, Fredericton; Fred Hodges, Saint John; J. Eric Petrie, Bathurst; Roland Blanchette, Edmundston; Chester McNair, Charlo; Timothy McCarthy, Newcastle; and Frederick G. Warren, Moncton.



Newfoundland

The 33rd annual convention of the Newfoundland and Labrador Federation of Labour adopted several resolutions, including one that supports moves to obtain full collective bargaining rights for government employees. The delegates, representing 15,000 workers in 89 union locals within the federation, approved a resolution that the executive of the labour body petition the provincial Government to grant to Newfoundland government employees full collective bargaining and the right to strike. Larry Dobbin, Canadian Union of Public Employees, noted that such legislation has been approved by the Government of New Brunswick, and that this was once considered "a revolutionary idea." But not anymore, he said.

The delegates called also for the Government to "grant immediately a 20-per-cent increase in wages to all hospital workers in Newfoundland, pending the repeal of the hospital legislation, and to grant all hospital workers the right to free collective bargaining."

Government economic guidelines should be extended to corporation profits and dividends, Joe Morris, Executive Vice-President of the CLC, told the NLFL convention. "If economic restraints are going to be introduced, then they must be introduced for all sections of society. We see absolutely no reason why wages should be singled out—why a straitjacket should be put on the returns the worker gets, while other economic factors are allowed to run free."

Mr. Morris called on government across Canada to look for ways to strengthen the collective bargaining process "instead of looking for easy answers through legislation, and instead of trying to turn trade union members into political law-breakers."

Mr. Morris called on labour unions to meet contemporary challenges. Circumstances in which Newfoundland has the lowest per capita income of any province in Canada, coupled with the recommendation of the Economic Council of Canada that the growth of productivity in lagging regions, dictate "the need for a strong and continuin voice on behalf of the people of the province." he said. H asserted that the NLFL, together with the CLC ar district labour councils, must provide such a voice.

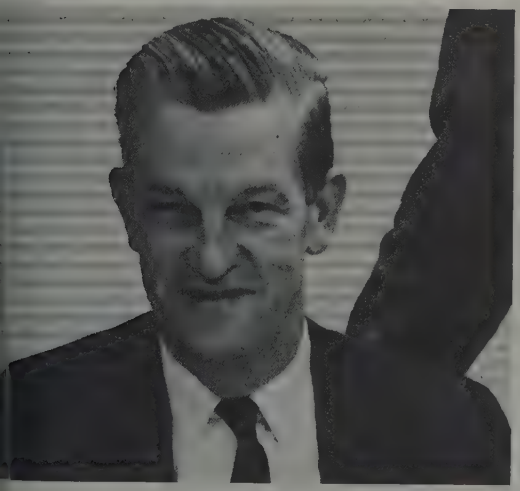
In other business, the NLFL convention adopte several policy resolutions and recommended tha a provincial department of consumer affairs be set u "to fully investigate the reason for the high cost living;" litter and industrial pollution should checked by more stringent legislation; a marketi board should be established in Corner Brook for we coast farmers; a board of silicotic doctors should be s up with the co-operation of the Workmen's Compe sation Board to scrutinize the health conditions underground workers; and the provincial Governme should compensate citizens for wages forfeited due up time spent serving on the grand jury, although son unions already have agreements that the compa undertake such compensation.

Walter W. Critchley, International Association Machinists and Aerospace Workers, is the n President of the federation for the coming year. M Critchley, who was central vice-president of t federation for the past two years, replaces David Jan International Brotherhood of Pulp, Sulphite a Paper Mill Workers.

Linton Sheppard, International Brotherhood of Pu Sulphite and Paper Mill Workers, was re-elec Western Vice-President for the third successive te James Walsh, International Brotherhood of Electri Workers, was elected Eastern Vice-President. Mar Saunders, International Association of Heat and Fr Insulators and Asbestos Workers, was elected Cen Vice-President. Northern Vice-President is Tom Rig United Steelworkers of America. John MacKen International Brotherhood of Electrical Workers, re-elected for a second term as Secretary-Treasurer.

The Future of Social Security

ıe integration of services and programs, testing courses action by computer, and the guaranteed annual income e some of the revolutionary changes that administrators social security programs can look forward to, R. L. atty, Director General of the UIC, told delegates to



56th annual convention of the International Associa- of Personnel in Employment Security, in Columbus, h).

ıal security, Mr. Beatty said, is a term denoting rams established by law "to provide for the econo- and social welfare of the individual and his family." result of an effective and comprehensive program, tid, "should be a reduction in the poverty problem."

To accomplish this objective, there should be an adjustment in the organizational machinery that administers social security programs. "I foresee in the future a much closer integration of all agencies associated with social welfare."

There is no doubt that the interrelationship between employment services and unemployment insurance services must be strengthened, commented the speaker. "It means that, on the insurance side, we have to get to know our claimants better, so that we will be able to make more constructive suggestions as to what is the long-term solution to the problem."

Mr. Beatty predicted that there will be a need for increased levels of benefit in the future. "The level of benefit, of course, always has to be balanced against the incentive to work, and results in the amount of benefit being less than the wages lost." If there is any change in the benefit structure, the question will arise as to whether or not the payment structure should recognize dependants. "I would predict that the practice of paying higher benefits to persons with dependants will be extended in the future," he said.

Another problem faced by administrators, Mr. Beatty continued, is the abuse of unemployment insurance. "But these improper payments do not constitute more than two or three per cent of all benefit payments. If we can assume this is the extent of the problem, it shows that, generally speaking, the matter assumes much greater importance in the minds of the public than it warrants." This, Mr. Beatty said, should be overcome by a public relations campaign and a further effort to eliminate abuses.

Mr. Beatty foresees computers playing an important role in the administration of programs. "There are a variety of ways that they are coming into use, such as simulation for testing alternate courses of action, scheduling of operations, and assisting in more complex mental processes."

Turning again to social security as a whole, he said that there are gaps in the benefits provided in most countries. "One of the most significant of these is the general lack of sickness and maternity insurance plans." Any new programs could be closely integrated with unemployment insurance, and the rates of benefits and conditions for eligibility should be "standardized with those of unemployment insurance, so that there is no advantage in changing from one program to the other."

Mr. Beatty then went on to discuss four possible plans for guaranteeing a minimum annual income. The first of these is to provide guaranteed employment. "What such a proposal does not apparently recognize, however, is the makeup of the category of persons called the poor. In normal times, a large percentage of the poorest in the country are those who, for reasons of age or physical and mental disability, cannot take advantage of labour opportunity."

A second plan Mr. Beatty discussed is the negative income tax. "In its simplest form, the concept involves government cash payments to families and individuals whose income falls below a defined level." The concept, he said, involves three basic variables: the guaranteed minimum level to be established; the tax rate to be applied against the earned income, other than the guaranteed allowance; and a break-even level of earned income where the tax liability equals the guaranteed allowance, and the allowance ceases to have any advantage for the recipient.

"In theory, the negative income tax concept has considerable merit, but it has a difficulty of cost associated with it. This cost would, of course, vary with the level of the annual income and the rate of taxes on earned income; but regardless of the specific conditions of any plan, the amount of money runs into many billions of dollars in a country such as the United States."

The third method could be a universal flat-rate allowance. This would theoretically provide a grant for the entire population. "Obviously such a plan has so far not been economically feasible." But some proponents of the idea suggest that grants go only to certain groups, such as the very young or the aged, the handicapped, the single heads of families, and others whose earning power as a group is lower than that of the populatio as a whole.

The fourth approach is via the public welfare syste "The advocates of this concept see an improved an expanded public welfare program based on the idea tha the poverty question should be looked at as a socia problem rather than simply as an economic and phy sical problem."

Mr. Beatty said that he could not guess which syste would be used, but he thinks there is little doubt tha the future will bring some kind of guaranteed incom for all.

Canadian Nominated to IAPES

A Canadian has been elected first vice-president of th International Association of Personnel in Employmer Security. He is Gerry Lemay, chief of Manpowe Planning and Development for the Unemployme Insurance Commission. Mr. Lemay has been an activ member of IAPES for 22 years, and he has served i most positions of the Ontario chapter, including th presidency. For the past six years, he has served a liaison officer of the UIC to IAPES.

The Thorsrud Experiment And Industrial Democracy

ndustrial democracy, which has not commanded the espect in Canada that is shown toward it in Europe, has ontributed to increased productivity since its adoption y a number of industries in Norway. An innovation alled the "Thorsrud experiment" has been the subject f studies designed to assess the effect of industrial emocracy on industrial production. The concept refers, general, to the workers' sharing of responsibility in ndustry, as distinct from economic democracy, which efers to the workers' sharing of the fruits of industry.

former minister of social affairs in Norway, Olav ruvik, initiated interest in the plan by suggesting that ie prime objective of the Norwegian Institute of Social esearch should be to examine the existing industrial rganization and the practicability of worker participaon in industry. As a consequence, a group of researers, under the leadership of Einar Thorsrud, was ormed in 1960 with financial backing from the NAF mployers' federation) and the LO (confederation of ade unions). The Government decided to participate nancially in the venture after the first year. A number f firms volunteered to be guinea pigs, and four of these ere selected for research and experimentation.

he hypothesis motivating the research group states that worker is capable of increased production and that his b satisfaction can be increased if he is allowed to rticipate in areas of responsibility larger than those he counters in a narrowly prescribed job. The research oup verified the beliefs that most workers find their bs monotonous, and that they insist on not taking sponsibility for anything that happens on either their vn jobs or those of their fellow workers.

ie researchers posited that, if this rigidity of work and ttitudes were changed, and if workers were allowed to rticipate in industry on a wider scale, then the work force would be happier and more productive. Subsequently they made a careful selection of groups of workers, trained each individual in all the jobs within the group, and conducted seminars to explain the meaning of the new approach. The technique was straightforward: **Instead of being held responsible for a prescribed job, each worker was invited to participate in and hold joint responsibility for the total operation, functioning at maximum output. This meant he would ensure that the group as a whole would work more efficiently, not because each individual worked harder, but because he was able to exercise his abilities more widely.** It was expected also that he would find this sharing of responsibility more challenging than work in isolation.

The research group encountered many problems, not only with workers who were apprehensive about pay, but also with foremen who had to be retrained or re-educated. When the workers assumed responsibilities for a group of activities, the foremen had to co-ordinate the work of the groups. Top management, although willing to co-operate, had to change its attitudes toward worker responsibility.

Because of the many unknowns in the experiment, the research group made mistakes, but there was ample evidence to demonstrate the benefits of the new approach. The workers in the four firms selected for the experiment developed a new attitude toward their work; they were highly motivated, interested in what they were doing. The productivity of all four companies rose by from 5 to 20 per cent—a result attributed solely to the experiment.

Problems, Pitfalls and Potential

Stan Little, President of the Canadian Union of Public Employees (CLC), gives his views on industrial relations in general, and collective bargaining in particular. CUPE's membership is 116,000, with 626 locals across Canada. The following are excerpts from an interview with Mr. Little, and are reprinted from the July-August issue of Teamwork in Industry, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.

You can't walk in on an employer any more and thump the table and say you want 25 cents, or $1.00 an hour, or else you are walking out. When you bargain today, you've got to have well-documented, well-supported programs. This takes money and expertise that you don't find in little isolated groups. **We are facing, particularly in public employment, a more sophisticated management than ever before. We don't meet the city council any more, we meet one of these industrial relations firms—a $20,000-a-year man across the table who has at his disposal all kinds of facilities. He puts forward what sounds, on the surface, like a rational position. We must have the resources to analyze that position.**

For instance, we have signed an agreement with the Public Service Alliance of Canada to somewhat integrate our departmental structure. In other words, if they are going to make a study of wages or pensions we're going to do something else and exchange information, rather than both of us doing it.

One of the most serious hazards we must deal with in the labour movement is communication. How do you get the membership to read the material sent them by their union? How do you get them to keep close contact? The only time the membership are really interested is when contract negotiations are coming up. They attend a meeting, in September for example, and hear the program the union will support, after preparation by the research department: "We're going to ask for X amount, based on our research." That's when the wheels start turning, and they've all got it spent before they leave the hall.

Then six months go by, and the member who was in the hall hears almost nothing about the progress of the bargaining. But the negotiating committee members have been working their heads off. First they were negotiating; then applying for conciliation; then going before a board; then waiting for the board's report before the final saw-off. It's a compromise—drop this one, drop part of that one, and so on, until you come up with a solution. **By then it's March, and when you take the revised proposal back to the membership, they don't understand why it isn't exactly the same as it was last September. "What happened?" they ask. "Did you people sell us out? Where did you go wrong?"**

Now, this is where the big union must do a good job of explaining their programs to the membership. If the membership is kept in the dark, they can turn down the best program in the world.

I think one of the most difficult roles a union leader has to face today is to be honest enough to tell his people what the real situation is. It is much easier to make fiery speeches and to condemn the management and be cheered and applauded at a meeting than it is to stand there and tell them the hard cold facts of the situation—facts that he must face when he goes to the bargaining table. We know, and you know, that there have been occasions when union leaders have hidden—as employers do—behind the conciliation services of governments, or somebody, in the hope that they will get their chestnuts pulled out of the fire for them.

ne other thing—and I will probably get shot for saying is—is that the economy of the country hinges to some xtent on productivity. **We can't ignore productivity. So e must, as unions, be conscious of the need for increased roductivity if we are going to increase our standard of ving, wages, and so on.**

his does not mean that I am an advocate of controlled comes or profits. But you can't totally unrelate . . . nd I think some unions today are trying to outbid one nother with little or no rationale. In other words, $1.50 an hour is the increase we want. We're going to e ahead for a while."

ow this is a fine, appealing statement to make at a nion meeting: "We've run tail-end Charlie for long nough, we're going to run for broke." **If you multiply at, or compound it across the industry, you create tuations that may result in the whole economy falling part. You cut back on the whole Gross National Pro-ct.** On the other hand, what we've found in our re-arch programs is that where the union has asked for nd even obtained a legitimate increase, be it substantial not, management has seized the opportunity to aybe double their position. This creates inflationary essure. I am not an advocate of price ranges and price ntrol, but I do think that there is a great need for small udy groups of responsible people from both labour nd management to sit down and look at some of these ings.

oday the labour movement is broadening its field of eration. We are no longer concerned solely with the ead-and-butter issues. **We're talking about health nemes, medicare, and pension plans. These things are ttering up bargaining far too much for me. I think they n be better dealt with by a bit more expertise on both es. They should be looked at away from the heat of ing to get a contract signed.** I think it could be done a more leisurely pace and in a more comprehensive y, and maybe we would come out with savings, or nefits, on both sides. Too often, unionists are afraid depart even one inch from old practices for fear that hows weakness. In some cases, it is a legitimate fear. t we have to be big enough to meet the real situation.

m trying to establish an acceptance of the labour move-nt. I am trying to say that this acceptance results in ng able to rationalize our differences by dialogue. hen we can do that, we will have come a long way from old days. I remember when I began in the textile ls in 1931. I would walk in on the management of a nt at seven in the morning and say: "As of now the es are going up. As soon as you make up your mind, ll come back to work. Meantime, we're out in the k yard." Inside 15 minutes we would all be fired. We fought it out from there, and would be back to work the next day. That's all there was in those days. No rationalizing. No labour law. No research.

There has to be some relationship between productivity and the general income setup. There has to be a common-sense approach, or you are going to have pressures building up that will slow down the economy and bring about a catastrophe. We have had about eight or nine

years of pretty steady growth with very little in the way of a setback. But unless we get better dialogue and a new kind of approach, we're heading for a head-on clash.

What we have now is catch-as-catch-can and the devil take the hindmost. That old concept is still very much there. I think it is necessary that somewhere along the line we start to realize that these things have effects that come back and kick us in the face in the long haul. And if you want a real booming economy, that is a heck of a good way to have it. Never worry about tomorrow—just get everything that is going today. Then, in all probability, the first ones to scream will be industry and organized labour, in hopes that the government will step in and do something.

I thing that it is a matter of getting acceptance of the fact that unions are here to stay, managements are here to stay, governments are here to stay. Surely we can develop dialogue somewhere in the scheme of things that will bring about a more rational approach.

Older Workers

New Directory

A new directory of workshops that serve the handicapped in Canada has been issued by the Department of Manpower and Immigration. The directory updates the previous directory and includes a listing of the workshops established during the past two years. For those interested in the employment and training of handicapped persons, copies of the directory are available free of charge from the Manpower and Utilization Branch of the department in Ottawa.

The directory shows that the number of workshops has increased by 16 per cent during the past two years. The number of clients served by them has increased by 11 per cent to 8,362. The number of workshops serving mentally retarded persons has been increased by the 21 new shops that have been established since 1967, bringing the total in this group to 110. Shops in New Brunswick have almost doubled their facilities for the mentally retarded clients they serve.

Community workshops assisting clients with a variety of handicapping conditions now total 53, six new units having been established in the past two years. Workshops serving the mentally ill are gradually being established in various provinces. Since 1967, the first two workshops of this kind have been opened in Alberta. Three more such units have been set up in Quebec.

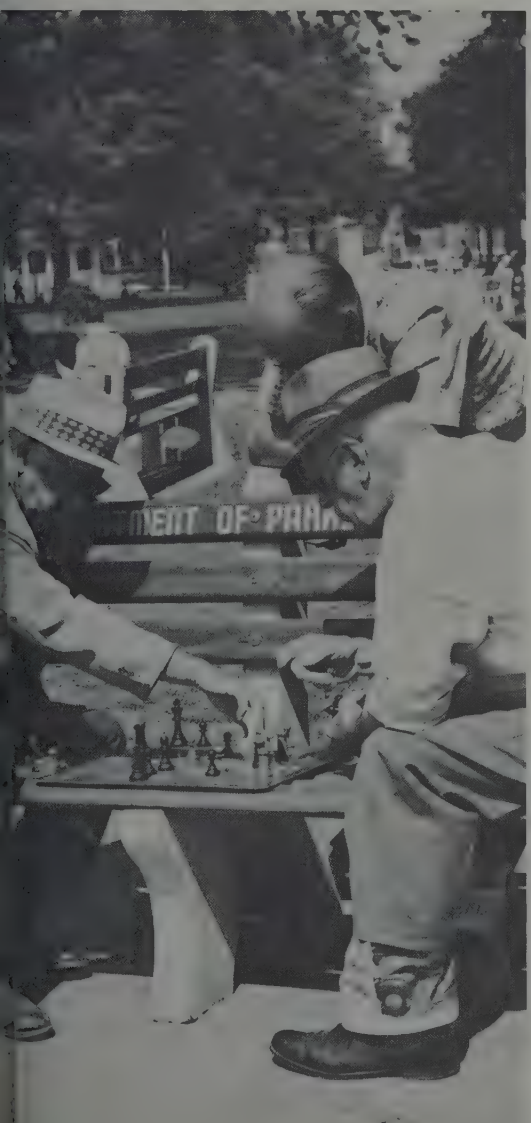
Fifty Years of Service

The Women's Sheltered Workshop in Toronto has just celebrated 50 years of service. Founded in 1918, the organization began its work in conjunction with the Canadian Red Cross Society by distributing articles overseas. Those who founded the workshop recognized that there was a group of women who, because of age or disability, were unemployable in industry; so they opened an emergency unit where these women were taught to make dolls and other toys that previously had been imported from Germany.

The purpose of the workshop is to provide useful and remunerative employment geared to the individual's capacity and skills. The people served are those who take pride in their independence, who equate meaningful work with a reason for being, and who never knew poverty until age or illness limited their ability. The workshop provides its employees with an opportunity to supplement pensions and make social contacts. More recently, the organization has been experimenting with an extension of the workshop to serve male workers. The organization also provides assistance for those of its employees who have medical and personal problems. Many of them live alone, and few can afford more than the simplest of cooking facilities. As an essential part of the program, a well-balanced, home-cooked dinner is provided each day.

mong the variety of jobs undertaken in the workshop re the manufacture of old-fashioned bedspreads and uilts, and the making and fitting of slipcovers for nairs. The most remunerative work is the making of rapes. Less skilled subcontract work, such as stuffing olders, tagging, glueing and pasting, is done in the ontract department.

mployees are referred to the workshop by government elfare departments, hospitals, religious and family ervices, correctional agencies and the federal Depart- ient of Manpower and Immigration. **The board of irectors of the workshop believes that there is a growing eed in many communities for such services.**



Ergonomic Studies

Most machines today are carefully designed for optimum performance, but their physical design and the working capacity of the employee are frequently overlooked, a medical researcher has noted. Dr. Carl Zenz, Director, Medical and Hygiene Services, Allis-Chalmers, Milwaukee, Wis., suggests that, because man will not be redesigned in our lifetime, more attention must be focused on linking machine to man for greater safety, efficiency and comfort.

Speaking to the 1969 Safety Conference of the Industrial Accident Prevention Associations of Ontario, held last April in Toronto, **Dr. Zenz described the science of ergonomics as a study to determine the best relationships between man and machine.** He suggests that, with detailed ergonomic studies, it is feasible to propose workable methods and solutions to ease the burdens on work space and physical demands. **He outlined the important factors contributing to the level of energy expenditure—including the physical fitness of the worker, his position during work, the pace of work, the weight of equipment and tools, and the shape and size of the casting.**

Dr. Zenz mentioned also that some of these factors are often inadvertently overlooked by engineering and production personnel. He stated that workers are not generally aware of the variations in energy output determined by the work position. These variations, although they are within the physical working capacities of the men, are factors that influence fatigue.

According to Dr. Zenz, machine operating areas should always be designed to suit as many operators as possible, and all equipment should satisfy the needs of at least 90 per cent of its prospective users. In addition, seats and controls should be designed to enable operators to maintain body position without expending unnecessary energy, and control movements should be as short as possible. In systems where accuracy is imperative, hand controls should be used. Dr. Zenz observed that recommendations based on ergonomic studies can lead to greater employee satisfaction and productivity, because of reduced fatigue and improved psychic attitudes.

Price Indexes

Consumer, July 1969

The consumer price index (1961 = 100) in July increased by 0.4 per cent to 126.4 from its June level of 125.9, and was 5.0 per cent above the July level of 120.4.

The food index advanced by 0.8 per cent to 128.8 from 127.8. A major factor contributing to this increase was notably higher prices for restaurant meals. **Beef prices were 4.0 per cent lower than in June, but remained about 8 per cent higher than in May.** Other meats registered increased prices—pork rose 2.3 per cent and poultry 0.9 per cent. Among produce items, the price of potatoes rose 13 per cent; marked advances were also registered for celery, turnips, onions, apples and grapefruit. The introduction of local tomatoes resulted in a 14-per-cent decrease in this item. Bakery and cereal products registered a rise of 0.7 per cent as reflected in increases for bread, cake, doughnuts, and macaroni. Fresh milk prices were unchanged, but those of other dairy products, including ice cream and cheese, were higher. Price levels for butter, margarine, and eggs each declined.

The housing index rose by 0.4 per cent to 125.2 from 124.7. **Increased mortgage interest rates in July were chiefly responsible for a 0.6-per-cent upward movement in home-ownership costs; rents increased by 0.4 per cent in the same period.** Higher wages for domestic help, together with increased prices for broadloom, household textiles, utensils and supplies, contributed to a 0.4-per-cent increase in household operation costs.

The clothing index declined by 0.1 per cent to 124.8 from 124.9. Sale prices on some apparel items outweighed a number of minor increases, but generally, prices of men's and women's wear items were unchanged. Footwear prices increased by 0.2 per cent.

The transportation index advanced 0.1 per cent to 120.7 from 120.6. **There was no change in automobile operation costs, as slightly lower new car prices were offset by higher quotations for gasoline and motor oil in a number of cities.**

The health and personal care index was unchanged at its June level of 134.2. Lower prices for toilet soap offset increases for toothpaste, razor blades, and cleansing tissues.

The recreation and reading component also was unchanged. Price declines for radios, television and phonograph records were counterbalanced by increased prices for bicycles.

The tobacco and alcohol index advanced 0.4 per cent to 126.3 from 125.8 with the entire increase being attributable to the imposition of higher tobacco taxes in Alberta.

Group indexes a year ago in July were: food 122.5 housing (shelter and household operation) 118.8 clothing 121.0; transportation 115.1; health and personal care 128.0; recreation and reading 119.6 tobacco and alcohol 121.3.

City Consumer, July 1969

Between June and July, consumer price indexes advanced fractionally in all ten regional cities and city combinations. **Food prices rose in seven regional cities remained unchanged in two, but registered a marked decline of 1.6 per cent in Edmonton-Calgary.** Lower beef prices offset price increases for other meats and fresh vegetables. **Higher rents and household operation costs were responsible for increases in the housing indexes in all regional cities.** Mixed movements were recorded for clothing, transportation, health and personal care, and recreation and reading components. The tobacco and alcohol indexes remained unchanged except in Edmonton-Calgary, where increased provincial tobacco taxes contributed to a 6.3-per-cent advance in this component.

Regional consumer price index point changes between June and July were: Saint John +0.7 to 121.0; Halifax +0.4 to 120.4; Toronto +0.4 to 124.9; Saskatoon-Regina +0.4 to 120.5; Ottawa +0.3 to 123.8; Montreal +0.2 to 122.7; St. John's +0.1 to 120.0; Winnipeg +0.1 to 123.7; Edmonton-Calgary +0.1 to 122.2 Vancouver +0.1 to 120.0.

Unemployment Insurance Report — May

The count of claimants for regular unemployment insurance benefit totalled 305,000 on May 30. This was 5 per cent fewer than the 321,000 recorded at the end of May 1968. Comparable data for a year ago show that claimant count at the end of May 1968 exceeded the May 1967 total by 14 per cent.

Because the seasonal benefit period terminated on May 17, the April and May month-end claimant counts are not comparable. The April 30 claimant count was 527,000, comprising 369,000 regular and 158,000 seasonal benefit claimants. Males accounted for 90 per cent of the April-to-May decrease in the claimant count for regular benefit. Sixty-four per cent of the end-of-May claimants were male, compared with 70 per cent at the end of April. The decline in the proportion of male claimants is associated with the seasonal upswing in employment in industries such as construction, and in primary industries where mainly males are employed.

A total of 125,000 initial and renewal claims were filed in the local offices across Canada during May. This was 19 per cent fewer than the 155,000 recorded in April, but exceeded by 1 per cent the 124,000 recorded in May 1968. The April-to-May decrease in claims filed can be partly attributed to the termination of the seasonal benefit period on May 17.

The average weekly estimate of beneficiaries during May 1969 was 423,000 compared with 392,000 in April, and 395,000 in May 1968. Benefit payments amounted to $52.8 million in May, $61.9 million in April and $46.3 million in May 1968. Average weekly payments were $31.20 for May, $31.56 for April and $26.01 for May 1968.

Because the relative importance of seasonal benefit varies between provinces, April-to-May changes in the month-end claimant count are not provided.

Reductions from the May 31, 1968 claimant count were not reported in all provinces. In the Atlantic provinces, only Prince Edward Island reported fewer claimants this year. Males accounted for numerically large deductions in Quebec and British Columbia. In Ontario, the number of female claimants fell by 10 per cent.

Summary Table

Activity	May 1969	April 1969	May 1968	Cumulative data: January to May 1969	Cumulative data: 12 months ending May 1969
		(in thousands)			
Insured population as at monthend	—	5,543	4,812	—	—
Initial and renewal claims filed:					
Total	125‡	155	124	875	1,837‡
Initial	96‡	120	92	685	1,378‡
Renewal	30‡	35	32	190	458‡
Claimants currently reporting to local offices	305†	527	321†	535*	409*
Regular benefit	305	369	321		
Seasonal benefit	—	158	—		
Fishing	—	11	—		
Beneficiaries (weekly average)	423	392	395	476*	311*
Weeks compensated	1,694	1,961	1,779	9,912	15,960
Benefit paid	$ 52,849	$ 61,891	$ 46,278	$309,813	$471,300
Average weekly benefit	$ 31.20	$ 31.56	$ 26.01	$ 31.25	$ 29.53

* Monthly average.

† Seasonal benefit is not payable in respect of unemployment occurring after mid-May; hence in total, April and May are not comparable.

‡ Discrepancy between total and subtotal is due to rounding.

Legal Decisions

The B.C. Court of Appeal has set aside an arbitration award because there was no evidence supporting an essential finding of fact made by the arbitration board.

An arbitration board, in ruling that there was proper cause for the discharge of an employee, found that the employee had failed to disclose information regarding alleged misconduct by other employees in the manner asked by the employer. **Because the employer had given the employee a choice of either telling the police or telling the employer, and the employee had subsequently disclosed the information to the police, the B.C. Court of Appeal decided on November 13, 1968, that there was no support for the finding of the arbitration board. The board was therefore without jurisdiction, and its award was set aside.**

Alleged Misconduct

A man of East Indian origin had been employed in a sawmill of Sooke Forest Products Ltd. for several years. In February and March of 1967, he signed three written statements to the effect that, in order to hold jobs, he and other East Indian employees of the company had been required, under threats of dismissal, to contribute sums of money to a foreman or foremen. These statements were given to the bargaining agent for the employees, Local 1-118 of the International Woodworkers of America. The president of the local, without giving the names of persons allegedly involved, made the general content of the statements known to the company president; meanwhile, the local caused the allegations to be published.

A meeting of all company employees was called, and the company president told the employees that the company regarded the making and publication of the allegations as a very serious matter. He emphasized that, if the allegations were proved, the foremen would be discharged, but that, if the allegations were not substantiated, the employees who made them would be dismissed.

he matter was reported by officials of the union local the RCMP, which, in the course of its investigations, nterrogated the employees who had made the allega-ons. **When no criminal charges were laid at the close f the police investigation, the company discharged two mployees, including the employee who had signed the ritten statements.** In accordance with the collective greement, a discharge grievance was submitted to an rbitration board, the majority of which found that here had been proper cause for discharge of the mployee who had signed the statements. Although he board did not find that the giving of statements to he local union was proper cause for discharge of the mployee, the majority did find that a man in such a osition, being fully aware of the situation and, by his wn admission, being on good terms with the company anagement, owed a fundamental obligation to give the company the information regarding threats to he jobs of the East Indian employees. **The majority of he board agreed that, if the employee had come forward nd given the information in his possession to the ompany, after the company president had requested it, here would have been no justification for discharging im.**

ward Reviewed

he decision of the board was found by the B.C. upreme Court to be reviewable, because the finding f the board that there was a fundamental duty upon he employee to disclose information was a determina-on of a question of law that was material to the etermination of whether there had been proper cause r dismissal. The Court held that the arbitration oard was wrong in finding that there was such a ndamental duty.

the appeal of this judgment before the B.C. Court of ppeal, **the ruling of the B.C. Supreme Court was terpreted as showing that, having disclosed the informa-on in his possession to his union and to the RCMP when quested, the discharged employee was not under a gal duty to disclose the information to the company.** was held that the court below had rightly refrained om deciding the general existence or nature of the uty, if any, upon employees to disclose to their mployers information regarding improper conduct of her employees, for the existence and nature of such duty must depend upon the circumstances of the dividual case.

The B.C. Court of Appeal, however, rested its judgment in the appeal on another ground. The local had submitted that, assuming there was a duty upon the discharged employee to disclose his information to the company in the circumstances of this case, there still had been no evidence before the arbitration board to justify the finding that the employee had improperly failed to disclose information in the manner in which the company had asked him to disclose it. This complete absence of evidence to support a finding of fact on such an essential matter would, in the judgment of the Court of Appeal, be proper ground for setting aside the award for want of jurisdiction. Reference was made to **City of Vancouver v. Brandram-Henderson of B.C. Ltd.,** 23 D.L.R. (2d) 161; [1960] S.C.R. 539.

The evidence before the board indicated that, when the president of the company called the meeting of all his employees, he had stated that, if there were grounds for the allegations of misconduct, he wanted the accusing employees either to go to the police or to come to him personally. The discharged employee had subsequently answered the questions of the investigating police officer and had discussed the allegations with him in a co-operative manner. The B.C. Court of Appeal was therefore of the opinion that there was no support for the finding of the arbitration board, and it concluded that the award must be set aside. **"Re International Woodworkers of America, Local 1-118 and Sooke Forest Products Ltd.,"** [1969] 1 D.L.R. (3d), Part 7, p. 662.

Recent Regulations Under Federal and Provincial Legislation

Canada

The Coal Division of the Cape Breton Development Corporation has been temporarily exempted from the hours-of-work provisions of the Canada Labour (Standards) Code.

The Cape Breton Development Corporation Hours of Work Extension Order exempts the employees, other than office personnel of this division, from Part I (Hours of Work) of the Canada Labour (Standards) Code (L.G. 1969, p. 1058). Standard hours of work are set at 728 in a 13-week period, after which overtime of one and a half times the regular rate must be paid. No maximum hours are set. Under the Code, standard hours are 40 in a week, and maximum hours 48 in a week.

The exemption is to continue until December 31, 1969 or until the date by which the corporation and each of the bargaining agents representing the employees covered by the Order have entered into collective agreements, whichever is earlier. Part I of the Code had previously been suspended for these employees by an order of the Minister of Labour for a 12-month period from March 30, 1968. A commission of inquiry recommended that the suspension be extended. (SOR/69-255, gazetted June 11, 1969).

Nova Scotia

Nova Scotia has increased its general minimum wag rates by 10 cents an hour, effective August, 1969. Rate for workers in logging and forest operations, and fo beauty parlour employees are also increased as of th same date. The new rates for workers 18 years of ag and over are: $1.25 an hour for men and $1 for wome in Zone I; $1.15 an hour for men and 90 cents an hou for women in Zone II. **The order also sets minimum rate for underage workers between 14 and 18 years. Thes are $1.05 an hour for boys and 80 cents for girls in Zon I; and 90 cents an hour for boys and 65 cents an hou for girls in Zone II.** Zone I consists of Halifax-Dart mouth, Sydney and New Glasgow and surroundin areas in a 10-mile radius, and Truro, Amherst an Yarmouth and surrounding areas in a 5-mile radius Zone II embraces the rest of the province. Automobil salesmen are excluded from the coverage of the order.

The minimum rates for beauty parlour employee are increased by 15 cents. As a result, the minimun for experienced employees is $1.10 an hour in Zone and 95 cents an hour in Zone II. No rate is set fo inexperienced employees in their first three months o employment. The rate for the second three months i 60 cents an hour in both Zones, and for the third thre months, it is 85 cents an hour in Zone I and 75 cents i Zone II.

In logging and forest operations, the rate for time workers is increased from $1.10 an hour to $1.15, and the rate for employees without a fixed workweek, such as guards and cooks, is increased from $210 a month to $225.

No changes are made to the road building and heavy construction industry order. The minimum rate for workers in this industry continues to be $1.25 an hour. The amendments were gazetted on June 4, 1969.

Quebec

Quebec has reissued minimum wage ordinances governing the shoe industry (No. 7), forest operations (No.), and municipal corporations and school boards (No. 11). The ordinances were gazetted on May 31, 969 and went into effect on June 1, 1969.

Major changes are made in the Shoe Industry Ordinance, including a reduction in the number of classifications for which minimum rates are set, a change in the zone system from three to two, and an increase in minimum hourly wage rates.

The former ordinance listed 144 numbered operations, most of which are subdivided into several distinct operations. These operations are classified in eight classifications for which minimum hourly and piecework rates are established, with lower rates for different categories of apprentices and for employees under 18. Hourly minimum rates are also established for office workers and piecework rates for home workers.

The new Ordinance establishes hourly rates for five classes of skilled workers, for office workers and for probationary employees. There are no special rates for apprentices or employees under 18. Piecework rates and home workers' rates are no longer set. Work may be done at home only with the permission of the Minimum Wage Commission. For each class of workers, the ordinance sets a minimum percentage of the total employees in an establishment that the class may include.

The zone system has also been changed by consolidating Zones II (Quebec City) and III (rest of province) and enlarging Zone I (Montreal). Zone I now consists of the Greater Montreal area, and Zone II of the rest of the province, as in other ordinances.

The new minimum rates for skilled workers range from $1.30 to $2.10 an hour in Zone I and from $1.20 to $1.90 an hour in Zone II. Rates for probationary employees during the first 60 days of employement are $1.20 in Zone I and $1.10 in Zone II. The previous hourly rates ranged from 95 cents to $1.95 in Zone I, from 90 cents to $1.85 in Zone II and from 90 cents to $1.76 in Zone III. Piecework rates were higher.

Office employees and others not included among the skilled workers are entitled to $1.25 an hour in Zone I and $1.15 in Zone II. The rates for probationary office employees during the first 60 days of employment are $1.15 and $1.05. These rates are the same as those established in the General Minimum Wage Ordinance, and they involve an increase of 20 cents an hour in Zone I and 15 cents in Zones II and III.

An employee who reports for work at the employer's request and works less than three hours a day is entitled to three hours wages at the minimum rate as call-in pay. An employee who has obtained a training

certificate from the Shoe Industry Apprenticeship Commission must be hired at least as a Class I skilled worker.

The revised Forest Operations Ordinance increased minimum wages and introduced new vacation with pay provisions. Piecework woodcutters are now to receive $16 a day instead of $14, and workers hired on contract, cooks, kitchen helpers, fire rangers, camp watchmen, stablemen, dam watchmen and gate-keepers are to receive $13.50 a day. The former rate for contract workers, cooks, kitchen helpers and fire rangers was $12.50 and for the others, $11.25. **The minimum for all other workers is increased from $1.25 to $1.50 an hour.**

Employees are entitled to a two-week vacation with pay after a year's service with the same employer. Vacation pay is 4 per cent of wages earned during the year. In order to be entitled to the vacation, an employee must have worked at least 175 days during 12 consecutive months. Vacations must be taken within 12 months of being earned. If a work contract is cancelled before the employee has completed a year's service, he must be paid 2 per cent of his wages. Previously, all employees were entitled to a vacation allowance of 2 per cent in lieu of a vacation.

The new Municipal Corporations and School Boards Ordinance excludes students employed on a recreational or educational program organized for children. Employees hired and paid on a weekly, bi-monthly, or yearly basis, and earning at least $75 a month, have been added to the persons previously exempted from overtime pay requirements. The latter include watchmen, teachers, attendance officers and secretary-treasurers.

The general minimum rate for employees of municipal corporations and school boards is increased from $1 to $1.40 an hour. Employees under 18 are to receive $1.25 an hour; previously, a rate of 80 cents was established for students and messengers under 18. The minimum for watchmen with free lodgings is increased from $40 to $60 a week.

The salary of the secretary of a county corporation varies according to the number of municipalities in the corporation. The minimum is $60 a month, with an additional $2.50 for each municipality where the total number of municipalities exceeds nine, and $2 for each municipality where the total exceeds 19. The former salaries ranged from $50 to $110 a month depending on the number of municipalities.

Attendance officers are to receive $20 a month, plus 7 cents for each student over a total of 100, up to a maximum of $300 a month for 12 months a year. Previously, the minimum wage rate was $10 a month for 100 pupils or less, increasing by $5 for each additional 100 pupils, up to a yearly wage of $2,500.

The secretary-treasurer of a school corporation responsible for the collection of school taxes, or the secretary-treasurer of a municipal corporation, must be paid a minimum salary of $75 a month, with an additional 50 cents for each property owner in excess of a total of 100 such owners on the tax roll, 45 cents for each one exceeding a tax roll total of more than 400 and 40 cents for each one over 700, up to a maximum of $480. Previously, their salaries ranged from $65 to $310 a month, according to the number of property owners.

Rates are no longer set for foremen and qualified tradesmen, full-time secretaries or teachers. **In all three ordinances, the weekly rest provisions have been changed. Every employee is entitled to a weekly rest period of at least 24 consecutive hours. Previously, two 18-hour periods could be substituted.**

Labour Legislation

A Labour Court for Quebec

A new labour court will take over the administration of justice in industrial relations in Quebec, and the administrative problems in the provincial labour relations system will be turned over to the civil service. This separation of functions is designed to bring about greater efficiency and speedier settlement of industrial relations problems.

Procedures for creating the first Canadian labour court to administer industrial relations are contained in amendments to the Quebec Labour Code. Bill 50, which was assented to on June 13, to be proclaimed in force at a later date, provides for a labour court in Quebec, presided over by judges of the Quebec Provincial Court, which will take over many of the functions now carried out by the Quebec Labour Relations Board.

The amendments to the Code make two important changes. Bill 50 removes "recognized" associations of employees from the protection of the Code. (A recognized association is defined as "an association which, although not certified, is recognized by the employer, through the making of a collective agreement or otherwise, as representative of all or some of his employees.") **Henceforth, all employee associations under the Code must be certified. Secondly, the Bill abolishes the Labour Relations Board and assigns its functions to civil servants and the labour court.**

Quebec Labour Minister Maurice Bellemare stated in the National Assembly that experience with the provincial Quebec Labour Relations Board during the past five years had shown the need for finding a new and better system, and especially one that would cut down on delays and jurisdictional disputes. He noted also that the board had often been criticized for excessive legalism. Mr. Bellemare pointed out the necessity of separating administrative problems from problems related to the administration of justice. **Under the new system, administrative matters are to be dealt with by civil servants, and matters related to justice are to be dealt with by the labour court. The Minister estimated that the investigators and investigation commissioners would settle at least 90 per cent of the problems.**

The amendments to the Code were recommended by the Advisory Council on Labour and Manpower (formerly the Superior Labour Council), which is composed of five members from the most representative employee associations and five members from the most representative employer associations. A study committee had also been set up to look for a solution to the problems associated with the board.

The idea of a labour court has apparently been favoured by Mr. Bellemare for some time. In the debate in the National Assembly, Jean Lesage, the Opposition Leader, said that he, too, had long wanted to see labour courts established in Quebec. The principles of the Bill have the support of both the Quebec Federation of Labour and the Confederation of National Trade Unions. For years the Canadian and Catholic Confederation of Labour regularly passed resolutions on the subject at its conference, and the Liberal Party of the province included it in its electoral program in 1960.

The present QLRB consists of six judges and eight assessors, permitting it to sit in four divisions. The judges will return to the bench, and the assessors will become officers of the Department of Labour and Manpower.

The labour court, to be composed of persons who are skilled in labour relations, will be appointed by the Lieutenant-Governor in Council after consultation with the bar of the province and the Advisory Council on Labour and Manpower. The court is to consist of a Chief Judge, an Associate Chief Judge, and a number of other judges of the Provincial Court sufficient for the rapid dispatch of the business submitted to them. The Minister indicated that the Government would proceed with caution in nominating judges, and that their number would be augmented as the need arose.

A case will be tried in the chief centre of the judicial district in which it arises, unless the parties agree otherwise, or the Chief Judge decides otherwise on the grounds of public interest. One judge alone may try and decide any matter submitted to the labour court. The court is to have jurisdiction to hear and decide in appeal, any suit arising out of the interpretation or application of

the Code. It will have jurisdiction with regard to the implementation of arbitration awards. Any decision of an investigation commissioner may be appealed to the court. It is also to be a court of first instance for penal prosecutions under the labour code. A penal prosecution may be initiated by the chief investigation commissioner (instead of the board) and, as previously, by any interested party. An interested party previously needed the consent of the board or of the Attorney General to institute a prosecution.

Because of the necessity to act quickly, investigators and investigation commissioners may be appointed and paid in accordance with staff requirements, standards and scales established by regulation of the Minister and approved by the Lieutenant-Governor in Council, and without regard to the Civil Service Act, which will apply only from July 1, 1970. **The Minister said that it would probably take between three and four months to make regulations and set up the new organization.**

Certification functions and the functions of the board with regard to unfair practices complaints are now to be assumed by investigators and investigation commissioners.

New procedures for the certification of unions will be set up. Applications for certification are to be made to the Minister by means of a petition authorized by resolution. The petition must indicate which group the association wishes to represent. The association must send a copy of the petition to the employer, who, within five days, must post the complete list of his employees contemplated by the petition, and send a copy of the list to the association seeking to be certified. The Minister is required to post a copy of the list in an office of the department where it is accessible to the public.

The Minister must send forthwith an investigator to ascertain whether the association represents a majority of the employees in the bargaining unit and whether the employer and the association agree on the unit. If this is the case, the investigator must immediately certify the association. If this is not the case, he must report to the chief investigation commissioner, who will instruct an investigation commissioner to decide, after inquiry (held in the presence of the association and the employer), as to the majority status of the association. If necessary, he will describe the appropriate bargaining unit.

A copy of the investigator's report indicating the reasons why certification was refused must be sent to the association and the employer. Similarly, a copy of the investigation commissioner's decision, stating the reasons why certification was refused or granted, as the case may be, must be sent to the parties. **A copy of every certification decision of an investigator or investigation commissioner must be sent to the Minister forthwith. An appeal may be made to the labour court from the decision of an investigation commissioner.**

A complaint made to the investigation commissioner by a third person regarding employer interference with an employees association suspends the investigator's inquiry. The investigation commissioner must then examine the merits of the complaint and make a decision regarding certification.

The labour court (at present, the board) may dissolve an employer-dominated union, after giving it an opportunity to be heard, if it is proved that it has participated in an infringement of Sec. 11 of the Code.

Ten copies of a certified collective agreement must be filed with the chief investigation commissioner within 60 days. Failure to file is a ground for an application for certification by another association. The party filing must indicate the number of employees governed by the collective agreement.

With regard to recognized associations, the Minister said that some, such as those representing policemen, would continue as such by virtue of the Professional Syndicates Act. **As a result of the removal of "recognized" associations from the Code, only certified associations may negotiate and enter into a collective agreement within the meaning of the Code. Only one collective agreement may be made for a bargaining unit.**

Upon the recommendation of the Minister, and following consultation with the Advisory Council on Labour and Manpower, the Lieutenant-Governor in Council may make regulations establishing the conditions by which an employee may be recognized as a member of an association, and regarding the procedure and trial of cases before the Court. He may also establish a certification procedure suitable to the temporary and seasonal nature of logging operations.

Under Sec. 27 of the Code, the board is authorized to make special regulations establishing certification procedures for logging and construction. The construction industry is now removed from the Code and is subject to Bill 290, the new Construction Industry Labour Relations Act (L.G., June, p. 335).

Railway
Arbitration

Seven disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on July 9, 1969. The decision in Case No. 159 is not yet available and will be published at a later date.

Case No. 158. Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport, and General Workers over employee classifications on Bistro cars operating between Toronto and Montreal.

The crew complement of the Bistro car is one steward-waiter and two waiters. The brotherhood claimed that the in-charge position of steward-waiter should be classified as steward. Before taking the issue to arbitration, the company and the brotherhood agreed to study the problem, but were unable to resolve the issue.

The arbitrator said that "the job of a steward is clearly a more onerous one than that of steward-waiter." He said that the work done by the steward-waiter in the Bistro car is comparable to the work of steward-waiters on club cars, snack counters, club lounges and other cars. **"There are some types of cars where steward-waiters may perform somewhat more onerous duties than are required of the steward-waiter on the Bistro car, including the ordering of stock, the collection of transportation and the selling of space."**

The arbitrator decided that the employee in charge of the Bistro car services is properly classified as a steward-waiter, and he dismissed the grievance.

Case No. 160. Dispute between Canadian National Railways and the Brotherhood of Locomotive Engineers over a claim by an engineer who was not called for a sixth shift in yard service.

An engineer was to be added to the engineers' spare board, but another engineer was added to the board in error. When an engineer was required, the engineer from the spare board was used. The engineer who

should have been added to the board alleged that there was a violation of the collective agreement when he was not called for the work. Since it would have been his sixth shift in his workweek, he submitted a time-and-one-half claim for 154 miles. The company declined to pay.

The company admitted that it was in error in adding another name to the board. But under an article of the agreement, the other engineer was entitled to be called, the arbitrator said. The article says that an engineer may work a sixth shift when there is no spare engineer available. There was a spare engineer available and the grievor was not entitled to be called, the arbitrator concluded. He dismissed the grievance.

Case No. 161. Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over discipline assessed for insubordination.

A telephone salesman had received a telephone call two minutes before his workday was to end. He told his supervisor at 4 p.m. that he had an important engagement and would have to leave. The salesman asked for relief, but the supervisor directed him to complete the call. There was relief available, and another employee did eventually take the call; but the salesman refused to complete the call, and left. He was suspended and assessed five demerit marks.

The arbitrator said, "No reason was given for the refusal of the grievor's request. Another employee was available who could have done, and ultimately did do this work." **The arbitrator concluded that "the grievor made a request to be relieved following the conclusion of his regular working hours, on apparently reasonable grounds, and where such relief was possible.** When his request was refused without reason, it is my conclusion —having regard to the particular circumstances of this case—that the grievor was not guilty of insubordination by leaving work as he did." The grievance was allowed.

Case No. 162. Dispute between Canadian National Railways and The Canadian Brotherhood of Railway, Transport, and General Workers over discipline assessed for insubordinate conduct.

An engine watchman was asked by his supervisor to help in fueling a locomotive. As the two men were going to do this, the watchman questioned his supervisor about the way in which certain work had been allocated a day or two previously. The watchman was a member of the grievance committee and the arbitrator said that there was nothing improper in raising the matter at that time. But it was alleged that the watchman raised the question in a "profane and insolent" manner.

The supervisor then told the watchman to come to his office, and he called his superior and the local chairman of the union. While waiting for these two to arrive, the watchman finished fueling the engine. When finished, he went to the cab of the locomotive to pick up the water can. The supervisor said that he asked the watchman for the fuel ticket, but the watchman said that the supervisor reached into his pocket for the ticket. The arbitrator said that the evidence seemed to show that the supervisor grabbed once or twice for the ticket, and in doing so, tore the watchman's shirt pocket.

After the incident, an investigation was held, and the watchman was assessed 30 demerit marks and time out of service to count as suspension. The arbitrator considered that this was too strong a punishment. He said that the penalty should be reduced to five demerit marks and the watchman reimbursed for three days lost wages.

Case No. 163. Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport, and General Workers over a claim for time-and-one-half rates by an employee.

The grievor's regular assignment was the 3.30 p.m. to 11.30 p.m. shift, with Saturday and Sunday off. On a Friday, his supervisor asked him to work an earlier shift the following Monday, which was a holiday. The brotherhood contended that the company should not have changed the employee's hours without prior consent of the local chairman. And they asked that he be paid at time-and-one-half rates for the work done, plus straight-time rates for his regular shift even though he didn't work his regular shift.

The arbitrator said that the employee should have been paid time and one half for the time he did work, as the work was done entirely before his regularly assigned hours of duty. The company had offered previously to pay this rate, and the arbitrator agreed that it should be paid. But the arbitrator did not agree that the employee should be paid for his regular shift as well, because he did agree to work on another shift and was not required to suspend work on his regular shift in order to absorb overtime.

Case No. 164. Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the dismissal of an employee who had accumulated 60 demerit marks.

The grievor, a warehouseman, was an employee with 27 years seniority, but he was dismissed for accumulating 60 demerit marks. The brotherhood disputed the fact that the warehouseman should have been dismissed. He accumulated 60 marks as a result of the assessment of 30 marks for "failure to protect assignment . . . and to report absences."

The arbitrator found that the warehouseman had been disciplined for absenteeism on a number of occasions in recent years. This time, he claimed that he told another employee to tell another employee to tell his foreman that he would not be in. The foreman was not told. A few days later, the warehouseman went to a doctor and was given a note that he was unfit for work for 14 days. One day, he went to the company terminal to pick up his pay, and he said then that he hoped to get back to work the next day. But he didn't report for work; nor did he tell the company that he wouldn't be able to work. A few days later, he was told to report to the company office, but was unable to do so when struck by a car and confined to bed.

The arbitrator found that there was reason for the warehouseman's absence from work, but said that he did fail to notify the company of his absences, and for this should be disciplined. The arbitrator ruled that only 20 demerit marks should have been assessed, and that the warehouseman should be reinstated without compensation.

Decisions of the Umpire

CUB 2810 A 64-year-old machinist, who had been working for a railway company for 44 years, applied for benefit. He said that he was able to continue in his usual occupation, but decided to take advantage of the company's early retirement provisions, which entitled him to about the same pension as if he had worked until age 65. He was, however, disqualified from receiving benefit for six weeks, pursuant to the Act, because he had voluntarily left his employment without just cause.

In his appeal to the board of referees, the claimant said the employer had told him that, because of new innovations in one of the company's shops, he should take an early retirement, to which he agreed. He was also told that this would not "complicate" his unemployment insurance. The employer reported by telephone that, if the claimant had not chosen an early retirement, "he could have continued to work at his usual occupation and rate of pay."

The board of referees heard the case and, by unanimous decision, allowed the appeal. It found that, owing to the installation of automation, some pressure was being put on the older employees to take early retirement, for there was no evidence that they were being replaced. **The board said it appeared to be obvious that the employer wanted this employee to accept the early retirement provisions.**

In reply to a query from the local office, the employe stated that many employees, including the claimant took advantage of the scheme. The employer adde that all employees taking advantage of the "no penalty" early retirement were informed that there would be a six-week disqualification period prior to consideration of their claim by the Unemployment Insurance Commission.

The insurance officer appealed to the umpire on th grounds that the board of referees erred in its decision He maintained that there was no evidence to show tha pressure was put on the claimant to voluntarily leave his employment; that the statement that the employee could retire early without affecting his unemployment insurance had been refuted by the employer; and that there were no mitigating or extenuating circumstances as there were in the case of CUB 2639, (L.G 1967, p. 371) which had been cited by the board.

The umpire heard the case and decided that the evidence as a whole established that the claiman voluntarily left his employment, although he could have stayed on the job if he had wished to do so. Did he have "just cause" within the meaning of those words in the Act for leaving his employment? the umpire asked.

It is public knowledge, he said, that the employer's special early retirement provisions were tied in with its program of rationalization and modernization, and the question in this case was whether that factor, coupled with any advice and inducement that the employer gave to the claimant to retire, constituted "just cause" for him to leave his employment. **In the case quoted (CUB 2639), the umpire held that, although it may have been reasonable and proper for the claimant in that case to have claimed "just cause" in those particular circumstances, neither inducement held out by an employer nor personal advantages to a claimant constituted "just cause." Because that was the nature of the present claimant's reasons for voluntarily leaving his employment, the umpire confirmed the disqualification imposed by the insurance officer, and allowed his appeal.**

Conciliation Before the Minister of Labour

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Atomic Energy of Canada Limited, Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645, CLC (Conciliation Officer: K. Hulse).

2. Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

3. J. C. Malone & Company (1959) Limited, and Three Rivers Shipping Company Limited, Trois-Rivières, Que., and the International Longshoremen's Association, Local 1846 (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. North Shipping and Transportation Limited, Quebec, Que., and the Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier) (L. G., April, p. 244).

2. Terminus Maritime Inc., Quebec, Que., and Le Syndicat National des Débardeurs des quais de Baie Comeau (CSN) (Conciliation Officer: S. T. Payne) (L. G., Sept., p. 532).

3. Consolidated Aviation and Fueling of Toronto Limited, Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B. McRae; reassigned to H. A. Fisher) (L. G., Sept., p. 532).

4. The Pembroke Electric Light Company, Limited, and International Brotherhood of Electrical Workers, Local 1905 (Conciliation Officer: H. A. Fisher) (L. G., Sept., p. 532).

5. Soo-Security Motorways Ltd., Winnipeg, Man., and Chauffeurs, Teamsters and Helpers, Local 395, Regina; Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Edmonton and Calgary; General Drivers, Warehousemen and Helpers, Local 979, Winnipeg; and Teamsters International Union, Local 990, Port Arthur (Conciliation Officer: A. E. Koppel) (L. G., Aug., p. 473).

6. TransAir Limited, Winnipeg International Airport, and Lodge 2223, International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel) (L. G., Aug., p. 473).

7. Canada Steamship Lines Limited, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: S. T. Payne) (L. G., Aug., p. 473).

8. Yukon Builders Exchange (representing some 16 construction companies in Whitehorse, Y.T.) and Local 2499, United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. H. Cameron) (L. G., Aug., p. 473).

9. General Enterprises Ltd., G. W. Ledingham (Yukon) Limited, Liard Construction Company Limited, 918 Construction Co. Ltd., Whitehorse, Y.T. and the International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., Aug., p. 473).

10. Eastern Canada Stevedoring Ltd., Montreal, Que., and the International Longshoremen's Association, Local 1845 (Conciliation Officer: C. E. Poirier) (L. G., Aug., p. 473).

Conciliation Boards Appointed

1. Atomic Energy of Canada Limited (Commercial Products Division) Ottawa, Ont., and the Ottawa Atomic Workers Union, Local 1541, CLC (L. G., July, p. 401).

2. National Harbours Board, Port of Montreal (general forces, grain elevator and cold storage employees) and the National Syndicate of Employees of the Port of Montreal (CNTU) (L. G., Sept., p. 532).

3. Atomic Energy of Canada Limited, Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645, CLC (see above).

4. Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (L. G., Sept., p. 532).

5. Atomic Energy of Canada Limited, Pinawa, Man., and Local 608, International Association of Machinists and Aerospace Workers, and Unit 2, Local 308, Service Employees' International Union (L. G., Sept., p. 532).

Conciliation Board fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, and Atomic Energy Allied Council, AFL-CIO and CLC (L. G., Sept., p. 532) was fully constituted in July with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, C. B. C. Scott, Toronto, and Andrew Andras, Ottawa, who were previously appointed on the nomination of the company and of the union.

Board Reports Received

1. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (L. G., Sept., p. 532).*

* Full text appears in Supplement No. 5, 1969.

2. British Columbia Maritime Employers Association, Vancouver, and International Longshoremen's and Warehousemen's Union, Canadian Area (L. G., Sept., p. 532*).

3. Baton Broadcasting Limited, CFTO-TV, Agincourt, Ont., and the National Association of Broadcast Employees and Technicians (L. G., Aug., p. 474).†

4. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Brotherhood of Maintenance of Way Employees, Local 96 (L. G., July, p. 402)*.

5. H. W. Bacon Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (L. G., July, p. 402)†.

Settlement after Board Procedure

Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (see above).

* Full text appears in Supplement No. 5, 1969.
† Full text appears in Supplement No. 6, 1969.

Conciliation Board not Appointed

Kent Driver Services Limited, Merlin, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (L. G., Sept., p. 532).

Settlement by Mediation

Air Canada, Montreal, and the Canadian Air Line Employees Association (G. R. Doucet and S. T. Payne acted as special mediators).

Strike Action

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767, International Association of Machinists and Aerospace Workers (employees of the mechanical, clerical and catering departments, and licensed and unlicensed personnel on the M.V. Inland) (strike commenced July 28) (see above).

Strikes Terminated

1. Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (strike terminated July 17 with the assistance of D. S. Tysoe) (L. G., Sept., p. 532).

2. Smeed's Moving and Storage Ltd., Regina, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (strike terminated July 3 with the mediation assistance of A. E. Koppel) (L. G., Sept., p. 532).

Certification Before The CLRB

The Canada Labour Relations Board met for five days during July, at which time it granted 15 applications for certification, rejected four, and ordered three representation votes. It granted one application for revocation of certification and rejected one; one request for the review of an earlier decision was granted, and two such requests were denied. During the month, it received 15 applications for certification and one application for revocation. It allowed the withdrawal of two applications for certification and one request for review of an earlier decision.

Applications for Certification Granted

1. Canadian Marine Officers Union on behalf of a unit of marine engineers employed by Agence Maritime Inc., Quebec, Que. (L. G. 1968, p. 543) (Reasons for Judgment issued*).

2. Brotherhood of Railway Carmen of the United States and Canada on behalf of a unit of garage employees employed in Newfoundland Area by Canadian National Railways, Montreal, Que. (L. G., Sept., p. 530). The United Transportation Union had also applied for certification on behalf of this group, and a vote was taken with both unions named on the ballot. Other interveners were the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, and the International Association of Machinists and Aerospace Workers.

3. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Richardson Transport Ltd. Calgary, Alta. (L. G., July, p. 400).

4. Air Line Employees Association, International, or behalf of a unit of passenger service employees em ployed in Canada by North Central Airlines, Inc. Minneapolis, Minn., U.S.A. (L. G., July, p. 400).

5. Le Syndicat général du cinéma et de la télévisio (CSN) (Section Radio-Canada) on behalf of a unit o employees of Les Services Ménagers Roy Ltée Montréal, Qué., engaged in the performance of a contract for service with the Canadian Broadcasting Corporation (L. G., Sept., p. 531). The Building Servic Employees Union, Local 298, had intervened.

6. National Association of Broadcast Employees an Technicians on behalf of a unit of employees o Moncton Broadcasting Limited, Moncton, N.B., em ployed in radio, television and transmitter stations a various locations in New Brunswick (L. G., July, p 401). Certain employees of the company had intervene

7. International Association of Machinists and Aero space Workers on behalf of a unit of office and clerica employees employed by Eastern Provincial Airway (1963) Limited, Gander, Nfld. (L. G., July, p. 401).

8. International Union of Operating Engineers, Loc 115, on behalf of a unit of heavy construction equip ment employees employed by Gardiner Brothe Construction, Whitehorse, Y.T. (L. G., Aug., p. 472).

9. International Union of Operating Engineers, Loc 115, on behalf of a unit of employees of Gifco Wester Ltd., Whitehorse, Y.T. (L. G., Aug., p. 472).

10. International Chemical Workers Union, Loc 552, on behalf of a unit of personnel employed in i Komoka Branch by Maple Leaf Mills Limite Toronto, Ont. (L. G., Aug., p. 472).

*Full text appears in Supplement No. 6, 1969.

1. United Transportation Union on behalf of a unit of dispatchers and crew clerks employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L. G., Aug., p. 472).

2. International Union of Operating Engineers, Local 15, Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of employees of Canada Bridge Ltd., Whitehorse, Y.T. (L. G., Aug., p. 472).

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of AirWest Air Lines, Ltd., Vancouver International Airport, B.C. (L. G., Aug., p. 472).

4. Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of employees of Dawson Construction (Northern) Ltd., Whitehorse, Y.T. (L. G., Sept., p. 531).

5. Public Service Alliance of Canada on behalf of a unit of employees of Crown Assets Disposal Corporation, Ottawa, Ont. (L. G., Oct., p. 612).

Applications for Certification Rejected

1. Burin Seafood Workers, Local 1251, Amalgamated Meat Cutters and Butcher Workmen of North America, applicant, and Fishery Products Limited, St. John's, Nfld., respondent (L. G., Apr., p. 243). The application was rejected because the Board found the applicant did not have as members a majority of the new members in the bargaining unit proposed, and that, in view of this finding, it was not necessary to make a determination on the other issues raised in the proceedings.

2. General Truck Drivers Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Tudhope Cartage Limited, Parry Sound, Ont., respondent, and Bruce Epps, intervener (L. G., Aug., p. 472). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board (see Item 3, Requests for Review under Sec. 61(2), below).

3. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and W. D. Calderone, Scarborough, Ont., respondent (L. G., Sept., p. 531). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

4. General Truck Drivers and Helpers Union, Local 31, General Teamsters Union, Local 181, Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Rempel-Trail Transportation Ltd., Edmonton, Alta., respondent, Professional Transport Workers' Union of Canada, intervener, Donald I. McLeod, et al., interveners, and G. W. Young, et al., interveners (L. G., Aug., p. 473). The Board denied a request made by the applicant for permission to withdraw the application, and rejected it because of the number of parties involved and because the investigation and processing of the application was at such a late stage when the request for withdrawal was received.

Representation Votes Ordered

1. Office and Technical Employees Union, Local 15, Office and Professional Employees International Union, applicant, and Kingsway Freightlines Limited, Calgary, Alta., respondent (Returning Officer: A. A. Franklin) (L. G., Aug., p. 472).

2. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Grimshaw Trucking & Distributing Ltd., Edmonton, Alta., respondent (Returning Officers: D. H. Cameron and A. A. Franklin) (L. G., Aug., p. 473).

3. Labourers' International Union of North America, Local 183, applicant and intervener, United Steelworkers of America, applicant and intervener, and Agnew Lake Mines Limited, Espanola, Ont., respondent (L. G., June, p. 345; July, p. 400). The Board directed that the names of both applicants appear on the ballot. (Returning Officer: K. Hulse) (Reasons for Judgment issued*).

*Full text appears in Supplement No. 5, 1969.

Application for Revocation Granted

Rod Service Ltée-Ltd., Montreal, Que., applicant, and Le Syndicat National des Employés de Rod Service (CSN), respondent (L. G., Aug., p. 473). The application was for revocation of the Board's order of November 19, 1965, certifying the respondent union as bargaining agent for a unit of mail truck drivers who are no longer employed by the applicant company.

Application for Revocation Rejected

W. O. McCamon, et al., applicants, McKee Moving & Storage Co. Ltd., Saskatoon, Sask., respondent company, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L. G., Sept., p. 531). The Board found that the application for revocation was not supported by a majority of the employees affected.

Requests for Review under Sec. 61 (2)

1. The Board granted requests by Luc Gendreau and Jean Louis Boisseau requesting that the classification of salesman be deleted from the bargaining unit described in the certification issued by the Board on June 6, 1953, that certified Le Syndicat National des employées de la Voix de l'Est (CSN) as bargaining agent for a unit of employees of La Voix de l'Est Ltée, Granby, Que. at Radio Station CHEF (L. G., Sept., p. 531).

2. The Board denied a request by the International Association of Machinists and Aerospace Workers seeking amendment of the certificate issued to it on August 27, 1948 (as amended October 12, 1967) that certified it as bargaining agent of a unit of employees of Canadian Pacific Air Lines, Limited, Vancouver International Airport, B.C. The union sought amendment of the certificate by adding employees in the Publications and Training Department classified as Clerk II, Typist II, Publications and Training Clerk, and Certification Publication Clerk. The Board found that the employees concerned do not constitute a group that is appropriate for inclusion in the existing bargaining unit of employees represented by the applicant, nor do they constitute in themselves a separately appropriate bargaining unit (L. G., Aug., p. 473).

3. The Board denied a request by General Truck Drivers Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America that the Board re-consider its order that a representation vote be taken in connection with an application for certification as bargaining agent made by the union, and affecting employees of Tudhope Cartage Limited, Parry Sound, Ont. (L. G., Aug., p. 472). (See also Item 2, Applications for Certificatio Rejected, above) (Reasons for Judgment issued*).

Applications for Certification Received

1. United Radio and Television Workers Unio Local 291 (CLC) on behalf of a unit of employees CKAC Limited, Montreal, Que., employed at Rad Station CKAC (Investigating Officer: S. T. Payne).

2. Public Service Alliance of Canada on behalf of unit of employees of Crown Assets Disposal Corp ration, Ottawa, Ont. (Investigating Officer: G. Plante) (see Applications for Certification Grante above).

3. Building Material, Construction and Fuel Truc Drivers Union, Local 213, International Brotherhood Teamsters, Chauffeurs, Warehousemen and Helpers America, on behalf of a unit of truck drivers employ by Nanaimo Bulldozing Co. Ltd., Whitehorse, Y. (Investigating Officer: D. H. Cameron) (see App cations for Certification Withdrawn, below).

4. Building Material, Construction and Fuel Tru Drivers Union, Local 213, International Brotherho of Teamsters, Chauffeurs, Warehousemen and Helpe of America, on behalf of a unit of truck drivers e ployed by Jack Lepine, carrying on business under t name and style of Jack Pine Trucking, Dawson Cre B.C. (Investigating Officer: D. H. Cameron).

5. General Truck Drivers and Helpers Union, Lo 31, International Brotherhood of Teamster, Chauffeu Warehousemen and Helpers of America, on behalf a unit of personnel employed at Dawson Creek, B. by Rempel-Trail Transportation Ltd., Edmont Alta. (Investigating Officer: D. H. Cameron).

6. General Truck Drivers and Helpers Union, Lo 31, International Brotherhood of Teamsters, Cha feurs, Warehousemen and Helpers of America, behalf of a unit of personnel employed at Burna B.C., by Rempel-Trail Transportation Ltd., Edmont Alta. (Investigating Officer: D. H. Cameron).

7. Tunnel and Rock Workers' Union, Local 1 Labourers' International Union of North America, behalf of a unit of personnel employed in the Yuk Territory by Midwest Drilling Company, Winnip Man. (Investigating Officer: D. H. Cameron).

*Full text appears in Supplement No. 6, 1969.

8. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators employed in the Yukon Territory by Nanaimo Bulldozing Co. Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

9. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (Investigating Officer: G. R. Doucet).

10. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of restaurant personnel employed by Cara Operations Ltd., Port aux Basques, Nfld. (Investigating Officer: W. J. Gillies).

11. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 488, on behalf of a unit of employees in the Yukon and Northwest Territories employed by Stearns-Roger Canada Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

12. American Federation of Grain Millers, Local 313, on behalf of a unit of feed mill employees employed by Spruceleigh Farms (Division of Canada Packers), Brantford, Ont. (Investigating Officer: H. A. Fisher).

13. Syndicat National des Employers du Transport postal (CSN) on behalf of a unit of employees of G. Lapalme Inc., Montreal, Que. (Investigating Officer: G. A. Plante).

14. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Strachan Trucking, Dawson City, Y.T. (Investigating Officer: A. A. Franklin).

15. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hubert Cartage Inc., Ste-Thérèse, Que. (Investigating Officer: G. A. Plante).

Application for Revocation Received

Robert Laflamme, et al., applicants, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union, and Curry Moving & Warehousing Ltd., Ottawa, Ont., respondent company. The application seeks revocation of the Board's order of June 13, 1968, certifying the respondent union as the bargaining agent of a unit of drivers and other employees working in or out of Ottawa and employed by the respondent company (L. G., Sept. 1968, p. 543).

Applications for Certification Withdrawn

1. Canadian Telecommunications Union, Division No. 43, United Telegraph Workers, applicant, and Canadian National Railways (Telecommunications Department), respondent (L. G., July, p. 401).

2. Building Materials, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Nanaimo Bulldozing Co. Ltd., Vancouver, B.C., respondent (L. G., Oct., p. 612).

Request for Review Withdrawn

International Association of Machinists and Aerospace Workers (formerly International Association of Machinists), applicant, and TransAir Limited, Winnipeg, Man., respondent (L. G., Sept., p. 531).

General Topics

■ **A Labour Day message arrived from David A. Morse, Director-General of the ILO, just in time for inclusion in this issue of The Labour Gazette. Said Mr. Morse:**

My warmest greetings to the workers of Canada as they pause on Labour Day to review another year of achievement, and look ahead to the tasks of the future.

Canada has given the ILO steadfast support in its efforts to promote social justice since the organization was founded 50 years ago. Nor can ILO ever forget the hospitality provided for its headquarters in Montreal during the years of World War II.

This year, the ILO is marking the start of its secon half-century by launching a World Employment Progra to help nations provide work for their unemploye and for the many millions of additional workers wh will swell the world's population in the next decad The major long-range threat to world peace lies in th developing regions of the world, whose people ar demanding a better deal from life. There can be n greater contribution to the assurance of peace tha assistance toward their achievement of that better lif from the ILO, and from the labour movements of th world's industrially advanced countries. I know tha we can count on the support of Canada's labou movement in this great undertaking.

Unemployment Insurance Fund

During June, 26,312 investigations concerning unemploy ment insurance benefit were terminated across Canad Of these, 20,608 were conducted on premises, an 3,344 were selective investigations of claims to verif the fulfilment of statutory conditions. The remainin 576 formal investigations and 1,784 postaudit investiga tions were in connection with claimants suspected c making false statements to obtain benefits. Punitiv disqualifications, as a result of claimants making fals statements or misrepresentations numbered 1,40 **Prosecutions were commenced in 146 cases, all agains claimants.** These do not include employer prosecution commenced by the Revenue Branch, and they do no necessarily relate to the investigations conducted durin this period.

Revenue received by the Unemployment Insuranc Fund in June totalled $52,479,724.88 compared wit $48,048,251.15 in May and $36,345,754.99 in June 196 Benefits paid in June totalled $26,496,524.99 compare with $52,886,233.53 in May and $23,400,578.10 in Jun 1968. The balance in the Fund on June 30, 1969 wa $386,490,504.36 compared with $360,507,322.47 o May 30 and $279,111,028.85 at the end of June 196

Employment Review for July

The labour force increased by 147,000 to 8,550,000 between June and July, a substantially smaller increase than is usual for this time of year. **Employment rose by 81,000 to 8,201,000, a smaller-than-usual advance. Unemployment declined more than seasonally, by 34,000 to 349,000.** Compared with a year ago, the labour force was 227,000 (or 2.7 per cent) higher; employment showed a gain of 249,000 (or 3.1 per cent) and there were 22,000 fewer unemployed.

Employment

The 181,000 increase in employment between June and July was the result of a 198,000 gain in the employment of teen-agers, and a decrease of 17,000 in the employment of persons 20 years of age and over. The employment of teen-agers has increased by 363,000 since April, compared with an increase of 370,000 during the same period last year. **The decline in adult employment from June to July was related to the withdrawal of substantial numbers of married women from the labour force during the summer vacation period.**

Farm employment increased by 64,000 between June and July. Among other industries, the largest increases were: manufacturing, 53,000; construction, 48,000; trade, 43,000; and public administration, 32,000. Employment in community, business and personal service declined by 48,000.

There were increases in all regions except British Columbia, where there was little change. Ontario and Quebec showed gains of 73,000 and 65,000. Smaller increases were reported in the Prairies, 25,000; and the Atlantic provinces, 22,000; in a relative sense, the Atlantic provinces had the largest gain, 3.5 per cent.

Compared with a year ago, the largest increase in employment occurred in manufacturing, 116,000. Smaller gains occurred in public administration, 40,000; trade, 3,000; community, business and personal service, 3,000; finance, insurance and real estate, 29,000; and construction, 13,000. Farm employment declined by 1,000.

Regionally, the largest relative increase in employment over the year took place in British Columbia, 4.5 per cent. This compares with gains of 4.0 per cent in Ontario, 2.8 per cent in Quebec, and 2.3 per cent in the Prairies. There was virtually no change in the Atlantic region.

Unemployment

The number of unemployed persons declined by 34,000 between June and July. About a third of this reduction occurred among teen-agers. **Compared with a year ago, there were 22,000 fewer unemployed persons in Canada. Nearly half of this decline took place among teen-agers.** Of the total unemployed in July this year, 122,000 or 35 per cent, had been unemployed for less than one month, 38 per cent for one to three months, and 27 per cent for four months or more. Unemployment in July 1969 represented 4.1 per cent of the labour force, compared with 4.5 in July 1968, and 3.5 per cent in July 1967.

Wage Schedules—June

During June, the Department of Labour prepared 343 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services. In the same period, 200 contracts in these categories were awarded. In addition, 307 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Post Office, Public Works, Supply and Services, and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in June for manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Indian Affairs and Northern Development	1	$ 48,900.00
Post Office	7	54,580.10
Public Works	1	154,463.51
Supply and Services	91	534,104.00

During June, the sum of $4,175.10 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 76 workers concerned.

Publications in the Library

List No. 247

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in The Labour Gazette.

Accident prevention

■ **No. 1—U.S. Bureau of Labor Standards.** Chemistry for the safety man. Rev. ed. Washington, GPO, 1968. 26 p.
Safety in industry; environmental and chemical hazards series.

■ **No. 2—U.S. Bureau of Labor Standards.** Safety and health regulations for ship repairing. Washington, GPO, 1968. 47 p.

Business

■ **No. 3—Harvard Business Review.** New decision-making tools for managers; mathematical programming as an aid in the solving of business problems. Edited by Edward C. Bursk [and] John F. Chapman. New York, New American Library, 1965. 413 p.

■ **No. 4—National Industrial Conference Board.** Concentration and productivity; some preliminary problems and findings, by Betty Bock and Jack Farkas. New York, 1969. 170 p.
"The study compares the productivity of the first-4 and the first-8 companies in each manufacturing industry with that of other companies in the same industry and then goes on to examine the relations between industry productivity and industry concentration."

■ **No. 5—U.S. Small Business Administration.** Startin and managing a small shoe service shop, by Glen Johnson. Washington [G.P.O., 1968], 86 p.
Starting and managing series, v. 16.

Industrial relations

■ **No. 6—Canada. Department of Labour.** Labou and industrial relations research in Canada; progre report. December 1968. La recherche sur le travail les relations industrielles aux Canada; état des travau Décembre 1968. Ottawa, Queen's Printer; Imprime de la Reine, 1969. 32 p.

International agencies

■ **No. 7—Commission des Communautés Européenne** Deuxième rapport général sur l'activité des Comm nautés, 1968. Bruxelles, 1969. 500 p.
Au dessus du titre: Communauté Européenne Charbon et de l'Acier. Communauté Economiqu Européenne. Communauté Européenne de l'Energ Atomique. Commission.

■ **No. 8—International Labour Office.** General revie of the reports of the Working Party on the progra and structure of the ILO submitted to the Co ference by the Governing Body. Ninth item on t agenda. Geneva, 1969. 305 p.
At head of title: Report 9. International Labo Conference. 53rd sess., Geneva, 1969.

Labour laws and legislation

■ **No. 9—India. Laws, statutes, etc.** Laws of industri adjudications in India: a case-noted commentary the industrial dispute act, 1947, Payment of bonus a and the industrial employment (standing orders) a 1946, by S. C. Chakravarti. [3d ed.], Calcutta, Easte Law House Private limited, 1968. xx, 317 p.

■ **No. 10—U.S. Bureau of Labor Standards.** Annu digest of State and Federal labor legislation, 19 Washington, GPO, 1968. 138 p.

Labour organization

■ **No. 11—Allen, Victor Leonard.** Militant tra unionism; a reanalysis of industrial action in inflationary situation. London, Merlin Press, 196 175 p.

No. 12—Frow, Edmund. 1868: year of the unions; documentary survey. Edited, with an introduction nd notes by Edmund Frow & Michael Katanka. lew York, Augustus M. Kelley, 1968. [184] p.
Contains (1) a report of the first Trades Union Conress, held in Manchester in 1868, taken from contemorary newspaper accounts; (2) evidence presented to ie Royal Commission on Trades Unions, 1867; (3) a eview of the First Report of the Royal Commission on rades Unions, 1867; (4) accounts of the labour ovement in 1868. A brief summary of principal ersonalities and events in 1868 is included.

abour supply

No. 13—Fuller, Varden. Rural manpower policy. Vashington, U.S. Dept. of Labor, Manpower Admintration, 1968. 30 p.
eminar on Manpower Policy and Program. Proeedings.
Condensed transcript of the seminar held in Washingon, D.C., June 13, 1968."

No. 14—Meltz, Noah Murray. Study of labour arket information systems; final report. Ottawa, anada Dept. of Manpower and Immigration, 1968. , 238 p.
rofessor Meltz carried out this study as a consultant the Department of Manpower and Immigration.

No. 15—Organization for Economic Co-operation nd Development. The long-term unemployed, a comarative survey, by Adrian Sinfield. Paris, 1968. 101 p.
he purpose of this study is "to define the size and haracteristics of the group of long-term unemployed, e causes and effects of their unemployment, and the olicies needed to help them to become self supporting."

abouring classes

No. 16—Ontario. Department of Labour. Research ranch. Provisions of collective agreements in the ntario construction industry. Toronto, 1969. 203 p.

No. 17—U.S. Bureau of Labor Statistics. Employee rnings and hours in retail trade, June 1966. Washingtn, GPO, 1968. 86 p.

No. 18—U.S. Bureau of Labor Statistics. Work soppages in contract construction, 1946-66. Washingtn, GPO, 1968. 27 p.

Science

No. 19—Jackson, R. W. Background studies in science policy: projections of R&D manpower and expenditure, by R. W. Jackson, D. W. Henderson and B. Leung. [Ottawa, Queen's Printer, 1969] viii, 85 p.

No. 20—U.S. Bureau of Labor Statistics. Scientific and technical personnel in industry, 1961-1966. Washington, GPO, 1968. 87 p.

No. 21—U.S. National Science Foundation. Federal funds for research, development, and other scientific activities, fiscal years 1967, 1968 and 1969. Volume 17. Washington, GPO, 1968. 259 p.

Women — Employment

No. 22—Lembeck, Ruth. 380 part-time jobs for women; the step-by-step guide that helps you get started in part-time or at-home work. New York, Dell Pub. Co., 1968. 396 p.

Miscellaneous

No. 23—Canadian Welfare Council. Social policies for Canada. Pt. 1. Ottawa, [1969]. 78 p.
This publication considers policies and programs in four broad areas: social rights; social security [i.e. income security]; social services such as health and housing, and social welfare services such as child care, counselling, day care and home-makers; and international development.

No. 24—Melvin, James Rae. Effective protection in the Canadian economy, by James R. Melvin and Bruce W. Wilkinson. Ottawa, Queen's Printer, 1968. 81 p.

No. 25—Prices: issues in theory, practices, and public policy. Contributors: R. M. Cyert [and others]. Edited by Almarin Phillips and Oliver E. Williamson. Philadelphia, University of Pennsylvania Press, [1968, 1967]. 253 p.
"Essays . . . presented at a conference at the University of Pennsylvania in October 1966."

No. 26—Shouksmith, George. Assessment through interviewing: a handbook for individual interviewing and group selection techniques. [1st ed.] Oxford, New York, Pergamon Press, 1968. viii, 120 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 19, 1969		8,550	+ 1.7	+ 2.7
Employed		8,201	+ 2.3	+ 3.1
Agriculture		644	+11.0	− 1.8
Non-agriculture		7,557	+ 1.6	+ 3.6
Paid workers		7,051	+ 2.3	+ 3.3
At work 35 hours or more		5,894	− 9.3	+ 1.7
At work less than 35 hours		976	−16.7	+ 3.3
Employed but not at work		1,331	+282.5	+ 9.6
Unemployed		349	− 8.9	− 5.9
Atlantic		42	+ 2.4	+13.5
Quebec		139	− 8.6	+ 6.9
Ontario		96	−20.7	−20.0
Prairie		38	+15.2	− 7.3
Pacific		34	− 5.6	−20.9
Without work and seeking work		329	−10.4	− 6.3
On temporary layoff up to 30 days		20	+25.0	0.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	June	129.8	+ 2.3	+ 4.2
Manufacturing employment (1961 = 100)	June	128.5	+ 1.7	+ 4.2
IMMIGRATION	1st Quarter/69	30,788	—	−13.5
Destined to the labour force	1st Quarter/69	16,764	—	−11.1
STRIKES AND LOCKOUTS				
Strikes and lockouts	July	113	−15.0	−17.5
No. of workers involved	July	70,723	+15.2	+13.9
Duration in man days	July	1,058,150	+16.1	+21.9
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	†June	$118.12	+ 0.7	+ 7.4
Average hourly earnings (mfg.)	†June	$ 2.78	+ 0.4	+ 8.2
Average hours worked per week (mfg.)	†June	40.1	− 1.0	− 0.7
Average weekly wages (mfg.)	†June	$111.79	− 0.2	+ 7.6
Consumer price index (1961 = 100)	July	126.4	+ 0.4	+ 5.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)†	May	119.5	+ 2.6	+ 2.0
Total labour income (thousands of dollars)	April	3,149	+ 1.5	+11.7
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	June	167.3	+ 0.2	+ 4.5
Manufacturing	June	169.3	+ 0.4	+ 5.7
Durables	June	191.0	+ 0.2	+ 7.4
Non-durables	June	151.5	+ 0.6	+ 4.2
NEW RESIDENTIAL CONSTRUCTION‡				
Starts	June	18,787	+11.7	+ 3.3
Completions	June	13,147	−20.1	+46.9
Under construction	June	115,909	+ 4.5	+26.8

* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force* a monthly publication of the Dominion Bureau Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended July 19, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
			(in thousands)			
THE LABOUR FORCE	8,550	697	2,408	3,170	1,411	864
Men	5,867	490	1,674	2,128	984	591
Women	2,683	207	734	1,042	427	273
14-19 years	1,171	107	334	397	213	120
20-24 years	1,337	134	423	452	208	120
25-44 years	3,441	242	992	1,322	525	360
45-64 years	2,385	198	609	915	419	244
65 years and over	216	16	50	84	46	20
EMPLOYED	8,201	655	2,269	3,074	1,373	830
Men	5,613	456	1,568	2,062	958	569
Women	2,588	199	701	1,012	415	261
Agriculture	644	32	142	166	274	30
Non-agriculture	7,557	623	2,127	2,908	1,099	800
Paid workers	7,051	570	1,963	2,735	1,033	750
Men	4,690	389	1,335	1,790	667	509
Women	2,361	181	628	945	366	241
UNEMPLOYED	349	42	139	96	38	34
Men	254	34	106	66	26	22
Women	95	*	33	30	12	12
PERSONS NOT IN LABOUR FORCE	6,101	665	1,796	2,065	963	612
Men	1,395	185	400	455	213	142
Women	4,706	480	1,396	1,610	750	470

* Less than 10,000 SOURCE: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended July 19, 1969

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,651	2,428	4,161	1,154	4,250	1,120	1,538
LABOUR FORCE	8,550	1,171	3,989	1,027	1,359	788	216
Employed	8,201	1,038	3,895	958	1,336	765	209
Unemployed	349	133	94	69	23	23	**
NOT IN LABOUR FORCE	6,101	1,257	172	127	2,891	332	1,322
PARTICIPATION RATE†							
1969—July 19	58.4	48.2	95.9	89.0	32.0	70.4	14.0
June 21	57.5	40.6	96.1	87.9	32.9	71.6	14.5
UNEMPLOYMENT RATE‡							
1969—July 19	4.1	11.4	2.4	6.7	1.7	2.9	**
June 21	4.6	14.6	2.6	7.1	2.1	2.7	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended July 19, 1969

	July 1969	June 1969	July 1968
	(in thousands)		
TOTAL UNEMPLOYED	349	383	371
On temporary layoff up to 30 days	20	16	20
Without work and seeking work	329	367	351
Seeking			
Full-time work	304	338	312
Part-time work	25	29	39
Under 1 month	102	150	103
1-3 months	131	104	147
4-6 months	35	50	45
More than 6 months	61	63	56

SOURCE: Labour Force Survey, DBS.

3—Labour Income

able B-1—Estimates of Labour Income, by Industry

Monthly Totals

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
					(millions of dollars)					
966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
968—Total	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
968—May	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
969—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April*	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May†	74.7	841.6	272.0	37.8	225.9	57.9	462.7	1,086.7	169.5	3,252.4
June‡	77.0	856.5	296.6	48.9	232.0	59.2	480.3	1,096.5	189.0	3,365.0
					Seasonally Adjusted					
966—Total	737	8,090	2,513	410	2,448	486	4.125	9,056	1,536	29,661
967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
968—May	75.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
69—January	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,019.1	161.6	3,113.3
February	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,040.5	164.5	3,162.5
March	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,039.6	165.7	3,187.2
April*	78.4	827.2	271.4	41.1	233.4	57.0	459.6	1,046.4	167.1	3,204.9
May†	74.9	838.8	272.3	40.7	223.9	58.4	463.2	1,074.1	170.3	3,239.5
June‡	74.9	842.2	291.3	45.0	217.6	58.6	473.7	1,061.7	172.8	3,261.3

Revised † Preliminary †† Advance

Includes post office wages and salaries †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the maining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

OTE: Monthly figures may not add to annual totals because of rounding.

URCE: *Estimates of Labour Income.*

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at April 1969, employers in the principal non-agricultural industries reported a total employment of 3,653,873. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 2 persons. Tables C-5 to C-7 are based on reports from somewhat smaller number of firms than Tables C-1, C- and C-4. They relate only to wage earners for whom statis tics of hours of work are also available, whereas Tables C-1 C-2 and C-4 relate to salaried employees as well as to a wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.30	123.5	122.8	100.13
1967	122.6	131.4	102.79	123.2	130.6	106.53
1968†	122.7	140.4	109.88	122.1	140.3	114.42
1968—March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.95	120.2	140.2	114.33
May	122.6*	139.9	109.46*	122.0	140.2	114.35
June	124.6	140.5	109.96	123.3	140.1	114.23
July	124.0	140.6	109.97	121.8	138.8	113.20
August	126.9	141.8	110.95*	125.3	140.4	114.48
September	126.7	143.8	112.52	125.7	143.6	117.08
October	126.0	144.3	112.90	124.5	144.8	118.08
November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	122.0*	147.2	115.20	122.5	148.1	120.80
March*	122.7	148.3	116.02	123.2	149.3	121.72
April†	123.3	148.5	116.21	123.6	149.4	121.82

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; financ insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
SOURCE: *Employment and Average Wages and Salaries* (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1969	March 1969	April 1968	April 1969	March 1969	April 1968
	(1961 = 100)			$	$	$
EGION AND PROVINCE						
tlantic Region	111.7	111.5	110.2	96.70	98.00	90.44
Newfoundland	110.7	110.7	112.6	103.55	105.88	99.25
Prince Edward Island	113.1	106.9	112.9	82.65	84.29	74.57
Nova Scotia	114.1	112.9	110.9	94.43	95.09	87.84
New Brunswick	109.3	110.7	107.4	96.37	97.62	89.40
uebec	116.3	115.8	113.9	113.10	112.92	106.76
ntario	128.9	128.1	123.8	120.03	119.55	112.61
rairie Region	121.1	121.0	118.3	110.80	111.20	102.61
Manitoba	112.6	112.9	112.8	106.55	106.54	98.52
Saskatchewan	115.7	113.7	116.8	107.27	106.81	101.55
Alberta	130.5	130.9	123.6	115.19	116.17	106.20
ritish Columbia	132.5	131.6	124.6	127.09	126.29	119.37
CANADA	123.3	122.7	119.3	116.21	116.02	108.95
RBAN AREAS						
St. John's	133.2	130.1	129.9	91.72	90.38	87.01
Halifax	117.7	119.9	114.0	96.43	98.13	90.74
Sydney	96.0	95.1	99.2	97.86	100.28	93.02
Moncton	120.1	119.1	116.0	90.85	91.07	85.37
Saint John	112.5	116.5	108.2	93.34	97.58	87.02
Chicoutimi	108.4	106.7	102.5	131.62	128.86	124.79
Montreal	122.1	121.4	119.6	114.72	114.49	108.92
Quebec	115.8	116.3	111.0	98.30	98.25	93.00
Shawinigan	92.9	91.7	97.2	119.07	116.01	108.85
Sherbrooke	114.3	113.1	115.9	99.73	98.58	91.96
Trois-Rivières	111.3	108.9	109.1	105.86	104.65	98.02
Ottawa-Hull	133.7	131.7	124.7	107.50	107.79	101.63
Belleville	121.0	119.2	115.2	102.00	101.68	94.75
Brampton	274.3	270.8	256.4	120.04	119.35	110.75
Brantford	135.5	134.8	113.3	113.21	111.90	99.74
Fort William-Port Arthur	122.1	117.0	114.0	116.49	114.54	102.77
Guelph	140.7	139.4	136.8	108.90	107.42	100.97
Hamilton	123.4	122.1	118.7	121.96	120.78	116.20
Kingston	126.8	125.6	121.4	114.58	113.53	106.89
Kitchener	150.7	149.0	142.9	106.72	106.85	99.92
London	123.1	122.4	118.8	111.64	111.09	103.80
Niagara Falls	107.0	101.5	103.3	111.79	112.58	101.77
Oshawa	140.8	141.2	138.5	136.87	135.64	141.57
Peterborough	137.8	135.7	130.1	121.60	122.07	112.98
Sarnia	142.2	137.7	137.9	150.66	148.85	143.04
Sault Ste. Marie	125.0	122.3	116.2	129.94	131.48	123.24
Sudbury	125.3	123.9	112.4	140.25	137.73	129.73
St. Catharines	140.3	139.8	141.0	132.20	131.43	126.19
Timmins	70.0	70.1	75.6	102.69	106.37	99.37
Toronto	132.1	131.1	126.4	121.27	120.55	112.68
Welland	112.3	108.7	107.4	135.46	138.02	126.82
Windsor	150.7	149.4	149.7	135.37	134.74	131.93
Winnipeg	115.8	116.5	114.8	99.13	99.61	92.10
Regina	121.0	117.0	117.6	101.82	101.29	95.40
Saskatoon	139.7	136.9	139.6	101.03	101.01	94.18
Calgary	142.6	140.4	134.0	114.27	114.34	105.91
Edmonton	140.3	140.1	131.3	109.87	109.63	100.29
Vancouver	136.4	136.1	125.9	123.50	122.35	114.52
Victoria	131.2	130.3	119.9	110.40	109.60	102.89

Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence**	Total Specified Industries
			Non-Durables	Durables					Non commercial Sector†	Commercial Sector‡		
						(in thousands)						
CANADA												
April 1969*.....	41.1	119.8	850.8	820.7	345.8	632.0	1,033.0	298.4	1,124.5	654.9	402.7	6,329.7
March 1969*.....	45.4	122.0	845.9	811.5	324.7	639.7	1,018.8	293.1	1,124.0	646.7	406.0	6,284.7
April 1968.....	43.3	117.1	813.2	772.1	332.1	635.1	943.8	269.7	1,048.4	578.4	397.1	5,958.7
NEWFOUNDLAND												
March 1969*.....	1.7	5.7	8.8	1.7	6.2	13.4	16.6	2.2	21.8	7.5	7.5	93.2
Feb. 1969*.....	1.8	5.6	8.6	1.7	6.3	13.8	16.2	2.1	21.8	7.4	7.5	93.1
March 1968.....	2.0	5.6	8.7	1.9	7.0	13.4	15.3	1.8	21.5	6.1	7.5	91.6
PRINCE EDWARD ISLAND												
March 1969*.....	—	—	1.4	0.3	1.2	2.6	4.0	0.6	6.0	1.5	2.0	19.6
Feb. 1969*.....	—	—	1.4	0.4	1.1	2.6	4.0	0.6	6.0	1.5	2.0	19.7
March 1968.....	—	—	1.4	0.4	1.2	2.7	3.6	0.6	5.8	1.5	2.1	19.3
NOVA SCOTIA												
March 1969*.....	1.8	6.8	17.5	13.6	12.2	23.6	32.0	6.9	38.6	14.6	20.5	188.1
Feb. 1969*.....	1.9	6.7	17.1	13.3	12.0	26.0	31.1	6.9	38.5	14.2	20.4	188.2
March 1968.....	1.8	7.1	16.9	14.2	9.6	22.3	28.7	6.4	37.3	12.5	18.8	175.6
NEW BRUNSWICK												
March 1969*.....	3.0	2.3	15.9	10.7	7.6	23.0	24.6	4.5	32.0	9.8	10.9	144.2
Feb. 1969*.....	2.9	2.3	16.1	10.5	7.7	23.0	24.4	4.5	31.8	9.6	11.1	143.9
March 1968.....	3.2	2.4	15.4	11.4	7.0	22.9	22.8	4.4	31.8	9.7	10.8	141.8
QUEBEC												
March 1969*.....	7.5	24.4	318.1	195.7	72.1	173.6	253.4	82.9	301.9	162.6	89.2	1,681.4
Feb. 1969*.....	9.9	23.9	320.8	194.4	70.6	171.9	252.6	81.1	300.9	161.2	89.7	1,676.8
March 1968.....	8.4	24.9	303.0	186.7	68.1	166.8	235.0	74.6	289.8	150.7	88.1	1,596.0
ONTARIO												
March 1969*.....	9.1	35.3	370.6	460.8	133.3	206.1	405.8	126.7	416.8	263.8	166.9	2,595.1
Feb. 1969*.....	10.5	35.1	369.8	455.9	132.0	205.4	401.7	125.6	418.2	259.6	169.2	2,583.2
March 1968.....	10.9	34.9	355.2	432.5	119.6	204.7	370.7	119.1	386.5	227.5	163.3	2,425.0
MANITOBA												
March 1969*.....	0.7	7.1	27.9	21.2	14.6	43.8	51.5	13.1	51.8	29.8	18.8	280.5
Feb. 1969*.....	0.7	6.9	28.0	20.2	13.7	44.2	51.8	12.9	50.0	29.7	18.9	276.9
March 1968.....	0.5	6.5	26.3	19.1	14.2	43.3	51.2	12.6	49.3	27.8	19.1	269.9
SASKATCHEWAN												
March 1969*.....	0.4	5.4	9.5	5.6	10.4	25.0	39.2	8.4	47.2	19.8	17.9	188.7
Feb. 1969*.....	0.5	5.5	9.4	5.2	12.1	25.2	38.9	8.3	48.2	19.9	17.4	190.7
March 1968.....	0.6	5.1	9.5	5.8	12.0	24.3	37.9	8.2	47.0	17.6	17.3	185.3
ALBERTA												
March 1969*.....	1.9	23.0	26.6	25.5	32.8	50.1	81.9	18.4	95.9	58.0	30.8	444.9
Feb. 1969*.....	2.0	22.6	26.3	25.9	32.4	48.3	79.5	18.4	98.7	59.2	31.0	444.2
March 1968.....	1.4	20.5	25.6	25.1	33.9	46.7	75.8	16.1	88.1	48.6	30.9	412.6
BRITISH COLUMBIA												
March 1969*.....	19.2	9.4	49.5	76.5	33.6	76.9	108.4	29.5	110.4	77.9	39.5	630.8
Feb. 1969*.....	16.8	9.5	49.7	75.4	33.2	75.6	105.0	29.2	106.4	75.1	39.3	615.2
March 1968.....	17.7	10.0	47.1	67.8	32.6	75.3	94.8	26.0	100.7	67.6	38.5	578.2

* Preliminary. † Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households. ‡ Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. ** Excludes non-civilian employees.

NOTE: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1969 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

able C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Apr. 1969	Mar. 1969	Apr. 1968	Apr. 1969	Mar. 1969	Apr. 1968
	(1961 = 100)			$	$	$
INING, INCLUDING MILLING	108.8	111.5	107.2	146.93	148.54	138.46
Metals	103.6	103.4	103.6	146.56	147.03	138.47
Mineral fuels	104.2	104.9	101.4	154.75	153.21	144.09
Non-metals except fuels	118.3	118.5	119.5	135.16	135.26	130.63
Quarries and sand pits	101.0	86.8	101.8	132.07	125.19	116.84
Services incidental to mining	145.7	182.8	132.1	152.72	164.02	144.88
ANUFACTURING	123.6	123.2	120.2	121.82	121.72	114.33
Durable goods	136.4	135.9	130.2	130.64	130.60	123.52
Non-durable goods	113.2	112.9	112.1	113.22	113.06	105.71
Food and beverages	102.7	100.5	104.1	107.99	108.89	101.17
Foods	101.6	99.4	103.0	104.43	105.44	98.31
Beverages	109.7	107.2	110.9	128.74	129.04	117.79
Tobacco processing and products	94.5	109.4	94.3	125.71	119.67	117.03
Rubber products	125.2	124.3	122.4	127.78	127.48	113.88
Leathers products	100.0	101.8	98.7	79.98	80.51	74.46
Textile products	120.6	118.5	116.6	101.54	101.65	94.73
Knitting mills	117.0	117.1	110.0	77.74	76.90	72.09
Clothing	108.1	110.1	108.9	75.56	76.16	70.08
Wood products	112.6	111.8	102.2	109.92	111.45	102.05
Furniture and fixtures	130.0	129.1	123.2	100.31	99.01	90.78
Paper and allied industries	117.8	118.4	116.1	140.75	139.77	132.02
Printing, publishing and allied industries	114.9	115.0	114.3	126.39	127.06	119.05
Primary metal industries	129.8	128.5	122.9	142.24	142.64	137.90
Metal fabricating industries	134.5	132.9	127.6	126.89	127.50	118.16
Machinery, except electrical	148.9	149.2	136.4	141.80	138.99	127.05
Transportation equipment	156.3	155.9	153.7	142.28	143.17	140.71
Electrical products	147.6	147.6	141.9	124.93	124.63	115.94
Non-metallic mineral products	113.2	115.3	115.2	129.43	126.63	117.93
Petroleum and coal products	102.7	102.5	102.2	179.22	172.31	166.85
Chemicals and chemical products	121.2	120.0	119.7	136.80	135.71	127.77
Miscellaneous manufacturing industries	143.0	142.6	135.3	105.00	105.25	97.95
ONSTRUCTION	110.8	104.7	111.5	146.54	145.86	136.93
Building	125.4	120.0	121.2	143.62	143.52	135.89
Engineering	85.6	78.4	94.6	153.92	152.06	139.24
RANSPORTATION, COMMUNICATION AND OTHER UTILITIES	109.1	109.1	107.7	128.75	129.27	119.98
Transportation	103.0	103.2	103.0	128.12	128.61	118.50
Storage	109.1	108.4	110.6	114.15	112.89	103.91
Communication	121.6	121.5	117.8	124.76	125.85	115.14
RADE	133.1	132.4	126.1	92.62	91.80	85.62
Wholesale trade	126.1	125.3	119.5	116.25	115.77	106.74
Retail trade	137.0	136.3	129.8	80.63	79.64	74.83
NANCE, INSURANCE AND REAL ESTATE	136.1	136.0	129.4	113.58	111.70	105.13
Financial institutions	140.3	140.2	131.7	111.68	109.30	102.27
Insurance and real estate	130.4	130.3	126.3	116.33	115.19	109.14
RVICE	163.3	161.7	151.5	83.25	83.04	78.31
Recreational services	144.1	137.7	138.0	77.18	76.89	68.63
Business services	187.3	185.8	168.0	127.29	128.16	122.40
Personal services	149.0	148.1	140.5	61.67	61.50	57.74
Miscellaneous services	193.3	192.9	175.2	86.43	84.76	82.58
DUSTRIAL COMPOSITE	123.3	122.7	119.3	116.21	116.02	108.95

atest figures subject to revision.

TE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1969	Mar. 1969	Apr. 1968	Apr. 1969	Mar. 1969	Apr. 1968	Apr. 1969	Mar. 1969	Apr. 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.4	42.4	41.8	3.23	3.24	3.04	133.96	137.44	126.87
Metals	41.0	41.4	41.3	3.35	3.33	3.16	137.36	138.11	130.33
Mineral fuels	41.4	42.5	40.7	2.84	2.80	2.63	117.37	119.26	107.04
Non-metals, except fuels	42.8	42.6	43.5	2.96	2.97	2.89	126.80	126.49	125.43
Quarries and sand pits	47.0	44.8	47.2	2.70	2.66	2.39	126.69	119.22	112.81
Services incidental to mining	40.3	45.3	41.9	3.57	3.60	3.26	143.79	163.06	136.68
MANUFACTURING	40.3	40.5	40.7	2.75	2.74	2.56	110.77	110.97	104.28
Durable goods	40.8	41.1	41.4	2.95	2.94	2.77	120.55	120.74	114.65
Non-durable goods	39.7	40.0	39.9	2.53	2.52	2.35	100.66	100.88	93.98
Food and beverages	39.2	39.7	39.8	2.46	2.47	2.29	96.36	98.03	91.10
Foods	39.1	39.6	39.7	2.38	2.39	2.23	93.01	94.83	88.53
Beverages	40.1	40.3	40.7	3.01	3.01	2.70	120.62	121.26	109.76
Tobacco processing and products	36.4	38.3	37.7	3.10	2.81	2.80	112.58	107.47	105.56
Rubber products	42.0	41.9	41.1	2.86	2.86	2.54	120.28	120.03	104.57
Leather products	38.6	39.3	39.1	1.89	1.87	1.73	72.76	73.54	67.82
Textile products	41.6	41.8	41.1	2.17	2.16	2.03	90.06	90.31	83.34
Miscellaneous textiles	39.7	40.3	41.2	2.26	2.27	2.18	89.93	91.37	89.65
Knitting mills	40.8	40.5	41.4	1.68	1.68	1.53	68.40	67.97	63.54
Clothing	37.1	37.5	37.1	1.86	1.86	1.71	68.89	69.69	63.38
Wood products	39.8	40.5	40.2	2.63	2.63	2.41	104.69	106.47	96.84
Furniture and fixtures	41.9	41.9	41.3	2.20	2.17	2.01	92.05	90.87	82.83
Paper and allied industries	41.2	41.2	41.4	3.20	3.17	2.99	131.70	130.93	123.60
Pulp and Paper mills	41.4	41.3	41.6	3.48	3.46	3.24	144.33	142.75	134.64
Printing, publishing and allied industries	37.7	38.3	38.3	3.26	3.26	3.03	122.95	125.10	115.96
Primary metal industries	40.7	40.9	41.5	3.27	3.26	3.11	132.86	133.21	128.89
Iron and steel mills	40.3	40.5	41.2	3.39	3.39	3.26	136.62	137.18	134.21
Metal fabricating industries	41.1	41.6	41.0	2.90	2.89	2.69	119.49	120.30	110.45
Machinery, except electrical	41.6	41.8	41.2	3.16	3.12	2.81	131.28	130.53	115.86
Transportation equipment	40.6	41.0	43.1	3.26	3.25	3.12	132.19	132.97	134.20
Aircraft and parts	40.2	42.2	41.8	3.21	3.19	2.95	129.35	134.84	123.19
Motor vehicles	40.6	40.8	44.2	3.35	3.34	3.26	135.97	136.15	143.94
Assembling	40.8	40.8	47.1	3.62	3.59	3.51	147.48	146.49	165.43
Parts and accessories	40.1	40.7	41.5	3.20	3.19	3.07	128.08	129.74	127.41
Shipbuilding and repairing	39.9	39.9	40.7	3.24	3.22	2.98	129.41	128.66	121.25
Electrical products	40.3	40.3	40.1	2.67	2.67	2.49	107.57	107.56	99.72
Communications equipment	39.7	40.1	39.4	2.58	2.59	2.35	102.36	103.78	92.87
Non-metallic mineral products	42.5	41.8	42.0	2.89	2.83	2.63	122.84	118.31	110.59
Petroleum and coal products	44.1	42.0	42.8	3.87	3.70	3.62	170.39	155.69	154.74
Chemical and chemical products	40.6	40.5	40.9	2.92	2.90	2.71	118.78	117.55	111.09
Miscellaneous manufacturing industries	40.4	40.8	40.4	2.22	2.22	2.07	89.81	90.54	83.68
CONSTRUCTION	39.5	39.4	40.3	3.64	3.62	3.33	143.47	142.81	134.35
Building	38.3	38.5	39.3	3.67	3.66	3.40	140.69	140.77	133.50
General contractors	38.0	39.0	39.2	3.54	3.55	3.35	134.66	138.57	131.31
Special trade contractors	38.5	38.1	39.3	3.77	3.74	3.44	144.99	142.32	135.27
Engineering	42.5	42.2	42.7	3.55	3.52	3.19	150.76	148.43	136.31
Highways, bridges and streets	41.5	44.3	43.2	2.94	2.88	2.64	121.97	127.62	114.26
Other engineering	43.1	40.9	42.2	3.93	3.94	3.64	169.67	160.93	153.71
OTHER INDUSTRIES									
Urban transit	41.6	41.6	41.2	3.33	3.33	3.09	138.49	138.66	127.44
Highway and bridge maintenance	35.8	37.6	41.4	2.56	2.59	2.36	91.76	97.47	97.68
Laundries, cleaners and pressers	38.1	38.2	38.7	1.61	1.59	1.49	61.47	60.80	57.79
Hotels, restaurants and taverns	32.0	32.1	33.4	1.60	1.59	1.48	51.20	50.94	49.30

Latest figures subject to revision.
SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

ble C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
erage					
1964	41.0	2.02	79.51	106.8	103.7
1965	41.0	2.12	82.96	111.4	106.3
1966	40.8	2.25	86.94	116.8	108.8
1967	40.3	2.40	91.65	123.1	110.5
1968†	40.3	2.58	96.84	130.1	112.8
st Pay Period in					
68—March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.52	140.4	117.2
June	40.4	2.57	103.94	139.6	115.9
July	40.0	2.56	102.23	137.3	113.7
August	40.4	2.59	104.63	140.5	116.1
September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
69—January	40.1	2.71	108.42	145.6	118.8
February*	40.3	2.72	109.65	147.3	119.5
March*	40.5	2.74	110.97	149.1	119.6
April†	40.3	2.75	110.77	148.8	119.1

evised. † Preliminary.
TE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the nsumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.
URCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

ble C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Apr. 1969	Mar. 1969	Apr. 1968	Apr. 1969	Mar. 1969	Apr. 1968
				$	$	$
wfoundland	41.1	40.1	43.6	2.04	2.23	2.07
va Scotia	39.9	40.8	40.9	2.16	2.19	2.07
w Brunswick	41.0	40.9	41.2	2.25	2.26	2.09
ebec	41.1	41.4	41.2	2.47	2.45	2.31
ario	40.3	40.5	40.8	2.89	2.87	2.70
nitoba	39.5	39.6	39.5	2.43	2.42	2.29
katchewan	40.2	39.7	39.3	2.94	2.88	2.71
erta	39.1	39.9	39.2	2.81	2.77	2.62
ish Columbia	37.7	38.2	37.9	3.41	3.41	3.20

cludes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under rance plan, incentive bonus but not annual bonus.
E: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.
st figures subject to revision.
RCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data, see Technical Note, page 307, May issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act*

End of	Total	Employed	Claimants
1969—April	5,543,000	5,016,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900
November	5,411,000	5,069,400	341,600
October	5,346,000	5,081,500	264,500
September	5,356,000	5,109,300	246,700
August	5,387,000	5,117,200	269,800
July	5,321,000	5,000,000	321,000
June†	5,316,000	5,024,900	291,100
May	4,812,040	4,455,610	356,430‡
April	4,859,000	4,284,000	575,000

* May 1968 to March 1969 revised on the basis of book renewal at June 1, 1968.
† Effective June 30, 1968, coverage was increased to include salaried workers earning up to $7,800 a year.
‡ The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

Table E-4—Benefit Payments, by Province, May 1969

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	89,710	2,815,777
Prince Edward Island	13,331	367,921
Nova Scotia	83,305	2,400,438
New Brunswick	89,521	2,723,674
Quebec	569,255	18,400,555
Ontario	475,861	14,568,211
Manitoba	66,741	1,966,211
Saskatchewan	58,238	1,782,516
Alberta	68,083	2,139,496
British Columbia	179,741	5,683,741
Total, Canada, May 1969	1,693,786	52,848,540
Total, Canada, April 1969	1,961,217	61,890,539
Total, Canada, May 1968	1,778,939	46,278,029

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	May 1969			May 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
CANADA	125,341	95,625	29,716	123,880	92,372	31,508
Newfoundland	4,414	3,776	638	4,298	3,672	626
Prince Edward Island	416	357	59	554	468	86
Nova Scotia	4,973	3,812	1,161	4,623	3,415	1,208
New Brunswick	4,569	3,674	895	4,769	3,832	937
Quebec	43,667	33,440	10,227	42,483	30,953	11,530
Ontario	42,597	31,637	10,960	39,588	29,405	10,183
Manitoba	3,876	3,140	736	3,804	2,985	819
Saskatchewan	2,815	2,318	497	2,250	1,829	421
Alberta	4,541	3,601	940	5,054	3,976	1,078
British Columbia	13,473	9,870	3,603	16,457	11,837	4,620

* In addition, revised claims received numbered 29,562.

able E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, rovince and Sex, at May 30, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants
		1-4	5-13	14-26	27 or more*	May 31, 1968
ANADA	304,982	105,946	85,134	78,606	35,296	321,411
Male	195,578	72,687	56,896	48,723	17,272	205,672
Female	109,404	33,259	28,238	29,883	18,024	115,739
EWFOUNDLAND	11,580	3,190	3,868	3,559	963	11,326
Male	9,735	2,815	3,320	2,920	680	9,453
Female	1,845	375	548	639	283	1,873
INCE EDWARD ISLAND	1,131	204	352	450	125	1,351
Male	781	159	255	279	88	906
Female	350	45	97	171	37	445
OVA SCOTIA	13,372	4,480	3,140	4,118	1,634	13,025
Male	9,951	3,666	2,429	2,905	951	9,326
Female	3,421	814	711	1,213	683	3,699
EW BRUNSWICK	12,397	3,325	4,027	3,646	1,399	12,035
Male	8,634	2,479	3,082	2,319	754	8,594
Female	3,763	846	945	1,327	645	3,441
UEBEC	103,280	34,634	29,816	28,307	10,523	109,102
Male	70,894	24,195	21,738	19,540	5,421	76,065
Female	32,386	10,439	8,078	8,767	5,102	33,037
NTARIO	98,414	38,231	25,920	21,756	12,507	103,176
Male	56,302	24,817	14,674	11,283	5,528	56,437
Female	42,112	13,414	11,246	10,473	6,979	46,739
ANITOBA	11,255	3,638	3,112	2,902	1,603	10,830
Male	6,412	2,116	1,782	1,696	818	6,256
Female	4,843	1,522	1,330	1,206	785	4,574
SKATCHEWAN	8,129	1,897	2,594	2,642	996	6,721
Male	5,269	1,334	1,792	1,656	487	4,310
Female	2,860	563	802	986	509	2,411
BERTA	12,058	4,254	3,162	3,338	1,304	13,635
Male	7,322	2,863	2,012	1,862	585	8,567
Female	4,736	1,391	1,150	1,476	719	5,068
ITISH COLUMBIA	33,366	12,093	9,143	7,888	4,242	40,210
Male	20,278	8,243	5,812	4,263	1,960	25,758
Female	13,088	3,850	3,331	3,625	2,282	14,452

he bulk of the cases in this group were on claim from 27-39 weeks.
TE: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1964—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—July	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
					(1949 = 100)			
July	163.3*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—July, 1969

	All-Items			Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recreation and Reading	Tobacco and Alcoho
	July 69	June 69	July 68							
						(1961 = 100)				
St. John's, Nfld	120.0	119.9	116.7	121.5	113.4	126.6	111.8	128.6	110.2	143.6
Halifax	120.4	120.0	114.6	127.2	112.9	123.6	111.1	135.6	125.2	127.7
Saint John	121.0	120.3	115.9	126.8	112.9	127.3	117.9	128.7	126.7	126.6
Montreal	122.7	122.5	118.4	125.9	115.0	122.6	122.3	127.2	136.2	128.4
Ottawa	123.8	123.5	119.2	129.9	114.1	125.4	118.8	135.6	136.2	132.2
Toronto	124.9	124.5	120.0	128.0	118.1	127.9	126.5	134.0	123.5	130.1
Winnipeg	123.7	123.6	118.4	128.7	111.8	131.6	124.5	138.2	127.0	129.2
Saskatoon-Regina	120.5	120.1	116.1	127.6	113.6	125.5	113.2	125.0	127.3	121.8
Edmonton-Calgary	122.2	122.1	117.0	126.7	115.5	124.4	117.3	136.8	128.8	122.7
Vancouver	120.0	119.9	115.0	128.9	112.9	123.2	116.3	128.4	118.4	113.5

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices a between cities.

—Strikes and Lockouts

tistical information on work stoppages in Canada is mpiled by the Economics and Research Branch of the nada Department of Labour on the basis of reports from Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

ble G-1—Strikes and Lockouts, 1964-1969

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
				Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Per Cent of Estimated Working Time
964	327	343	100,535	1,580,550	0.11
965	478	501	171,870	2,349,870	0.17
966	582	617	411,459	5,178,170	0.34
967	498	522	252,018	3,974,760	0.25
968	559	582	223,562	5,082,730	0.32
968—July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69

ry.

ble G-2—Strikes and Lockouts, July 1969, Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
restry	1	410	9,020
nes	8	3,434	65,990
nufacturing	45	23,737	371,760
nstruction	30	30,027	378,560
nsportation and utilities	10	8,028	157,060
de	13	4,824	73,720
ance	—	—	—
vice	6	263	2,040
olic administration	—	—	—
ALL INDUSTRIES	113	70,723	1,058,150

Table G-3—Strikes and Lockouts, July 1969, by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	600	9,420
Prince Edward Island	—	—	—
Nova Scotia	5	741	6,170
New Brunswick	1	17	10
Quebec	21	18,915	197,550
Ontario	56	36,755	594,800
Manitoba	1	35	770
Saskatchewan	2	69	1,530
Alberta	6	628	13,820
British Columbia	13	5,683	83,910
Federal	5	7,280	150,170
ALL JURISDICTIONS	113	70,723	1,058,150

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary)

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days July	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
FORESTRY						
MacMillan-Bloedel Ltd., Franklin River Division), Vancouver Island, B.C.	Woodworkers (AFL-CIO/CLC)	410	9,020	15,170	June 10 —	Absence of a fourth daily meal a camp—
MINES						
Metal						
Granduc Mines Limited, Stewart, B.C.	Labourers Loc. 168 (AFL-CIO/CLC)	171	3,080	17,270	Mar. 4 July 28	5-day work week—Not reported
Wabush Mines Co., Pointe Noire, Que.	Steelworkers Locs. 6254 & 6680 (AFL-CIO/CLC)	463	10,190	27,780	May 7 —	Wages, hours—
Iron Ore Co. of Canada Ltd., Sept-Iles and Schefferville, Que.	Steelworkers Locs. 5569 & 5567 (AFL-CIO/CLC)	1,030	22,660	58,710	May 10 —	Wages, hours—
Gaspe Copper Mines Ltd., Murdochville, Que.	Steelworkers Loc. 6086 (AFL-CIO/CLC)	700	15,400	38,500	May 14 —	Wages—
Mineral Fuels						
Kaiser Resources Ltd., Natal, B.C.	Mine Workers Loc. 7292 (Ind.)	460	2,300	2,300	July 9 July 15	Wages, hours, travel time—Re turn of workers when injunctio issued.
Non-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ontario.	Auto Workers Loc. 195 (CLC)	173	3,810	15,040	Mar. 30 —	Wages—
Advocate Mines Limited, Baie Verte, Nfld.	Asbestos Workers Loc. 1612 (AFL-CIO/CLC)	330	7,590	18,810	May 22 July 29	Wages—Wage increase, work week reduced from 48 to 4 hours.
Quarries						
Canada Crushed Stone, Dundas and Hamilton, Ontario.	District 50 (U.M.W.A.) Loc. 14979 (Ind.)	107	960	960	July 19 —	Wages, fringe benefits, workin conditions—
MANUFACTURING						
Textiles						
Monsanto Canada Ltd., Oakville, Ontario.	Rubber Workers Loc. 292 (AFL-CIO/CLC)	128	190	190	July 15 July 17	Job selection, promotion, seniority—Return of workers.

ble G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary) (Continued)

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days July	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
ood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,310	16,610	Dec. 17 —	Wages, fringe benefits, holidays—
Goderich Manufacturing Co. Ltd., Goderich, Ontario.	International Operating Engineers Loc. 722 (AFL-CIO/CLC)	105	950	1,570	June 22 July 16	Wages, Sunday rates, hours—Wage increase, other improved benefits.
MacMillan Bloedel Ltd., (Kelsey Bay Division) Vancouver Island, B.C.	Woodworkers Loc. 1-363 (AFL-CIO/CLC)	350	1,050	1,050	July 9 July 14	Overtime, holiday pay—Return of workers.
Gillies Bros. & Co. Ltd., Braeside, Ontario	Woodworkers (AFL-CIO/CLC)	240	1,440	1,440	July 24 —	Wages—
Kootenay Forest Products Ltd., Nelson, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	289	1,730	1,730	July 24 —	Suspension of one employee—
imary Metals						
nternational Nickel Co. of Canada Ltd., Sudbury District and Port Colborne, Ont.	Steelworkers Locs. 6500 & 6200 (AFL-CIO/CLC)	17,500	275,000	275,000	July 10 —	Wages, fringe benefits—
tal Fabricating						
Donald Rope & Wire Cloth Ltd., Hamilton, Ontario.	Steelworkers Loc. 3325 (AFL-CIO/CLC)	240	5,280	13,440	May 13 —	Wages—
Engineering Products of Canada Ltd., Boucherville, Que.	Steelworkers Loc. 5792 (AFL-CIO/CLC)	125	2,750	5,380	June 2 —	Wages, fringe benefits—
Standard Structural Steel, Montreal, Que.	Steelworkers Loc. 6207 (AFL-CIO/CLC)	182	4,000	4,730	June 25 —	Wages, fringe benefits—
Curtis Products, Cobourg, Ontario.	Machinists Loc. 788 (AFL-CIO/CLC)	102	920	920	July 21 —	Wages—
chinery						
Otis Elevator Co. Ltd., Hamilton, Ontario.	Steelworkers Loc. 1762 (AFL-CIO/CLC)	553	12,170	30,970	May 14 —	Wages, working conditions—
nsportation Equipment						
Northwest Industries Ltd., Edmonton, Alta.	Machinists Loc. 1579 (AFL-CIO/CLC)	400	8,800	25,600	May 1 —	Wages—
Wilson Motor Bodies Ltd., Burlington, Ontario.	Auto Workers Loc. 525 (CLC)	139	3,060	4,590	June 16 —	Wages—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary) (Continued)

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days July	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
Electrical Products						
RCA Limited, Renfrew, Ontario.	I.U.E. Loc. 533 (AFL-CIO/CLC)	293	1,760	1,760	July 7 July 16	Wages—6½% wage increase Ma 1, 1969, 6½% Mar. 1, 1970; othe benefits.
Moffats Ltd., Weston, Ontario.	Steelworkers Loc. 3129 (AFL-CIO/CLC)	600	3,600	3,600	July 24 —	Failure to agree in a new con tract—
Non-Metallic Mineral Products						
Asbestonos Corporation Ltd., St. Lambert, Que.	Les Travailleurs Unis de St. Lambert Inc.	150	3,300	9,300	May 5 —	Not reported—
Petroleum & Coal Products						
Six oil refineries, Lower Mainland, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	700	15,170	34,690	May 21 —	Wages, fringe benefits—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,490	89,810	May 17 1968	Wages, union security, grievanc procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	53,600	July 15 1968	Wages, other benefits—
Toronto Construction Association, Metro Toronto, Ont.	Various unions	8,500	128,800	835,800	May 1 —	Wages—
Hamilton Construction Association, Hamilton, Ontario.	Various unions	1,058	23,280	64,900	May 2 —	Wages—
Two Construction Associations and one Construction Federation, Quebec and area, Que.	Building and Woodworkers' Federation (CNTU)	6,000	48,000	258,000	May 12 July 14	Wages, hours, security of em ployment, seniority—Wage in crease over a 2-yr. contract.
Association des Constructeurs du Bas St-Laurent Inc., Lower St. Lawrence and area, Que.	Building and Woodworkers' Federation (CNTU)	3,500	28,000	135,000	May 15 July 14	Wages, hours, security of em ployment, seniority—Wage in crease over a 2-yr. contract.
Windsor Construction Association, Windsor, Ontario.	Various unions	1,781	37,860	82,380	May 28 —	Wages—
Sudbury Construction Association, Sudbury and area, Ontario.	Carpenters Loc. 2486 (AFL-C10/CLC)	650	14,300	27,750	May 29 —	Wages, other benefits—

able G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary) (Continued)

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days July	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
Ottawa Construction Association, Ottawa and area, Ont.	Bricklayers Loc. 7 (AFL-CIO/CLC)	400	7,600	13,200	June 11 July 29	Wages, vacation pay—$1.71 an hr. increase for bricklayers and stone masons, $1.43 for tile setters and terrazzo workers; improved fringe benefits over a 2-yr. contract.
Various Construction Associations, Southeastern, Quebec.	Building and Woodworkers' Federation (CNTU)	5,000	40,000	105,000	June 12 July 14	Wages, hours, security of employment, seniority—Wage increase over a 2-yr. contract.
Two construction companies, Toronto, Ontario.	Labourers Loc. 183 (AFL-CIO/CLC)	125	880	1,490	June 25 July 10	Suspension of eight workers for cause—Return of workers when suspended workers were reinstated.
Sudbury Construction Association, Sudbury, Ontario.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	400	8,800	8,800	July 2 —	Slowness in negotiation of new contract—
Electrical Construction Association of Hamilton, Hamilton, Ontario.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	550	12,100	12,100	July 2 —	Wages, working conditions, fringe benefits—
M. Sullivan & Son, Haileybury, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	100	400	400	July 2 July 7	Delay in signing new contract—Return of workers when contract was signed.
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	14,250	14,250	July 7 —	Wages, hours, other benefits—
Electrical Contractors of Oshawa and Port Hope, Oshawa and Port Hope, Ontario.	I.B.E.W. Loc. 894 (AFL-CIO/CLC)	130	2,080	2,080	July 10 —	Wages—
Cummus Company (Canada) Ltd., Point Tupper, N.S.	Plumbers Loc. 682 (AFL-CIO/CLC)	418	1,880	1,880	July 24 July 30	Appointment of a union member as a foreman without union's concurrence—Return of workers on orders by International Union.
TRANSPORTATION AND UTILITIES						
Transportation						
Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,380	12,740	Feb. 19 —	Hours of work, safety conditions—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary) (Concluded)

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
*Quebec North Shore & Labrador Railway, Sept-Iles, Que.	Machinists Loc. 767 (AFL-CIO/CLC)	525	1,100	1,100	July 28 —	Wages, hours, other benefits—
Price (Nfld.) Limited, Botwood, Nfld.	Carpenters (AFL-CIO/CLC)	200	500	500	July 28 July 31	Alleged dispute over interpretation of agreement—Return of workers under court injunction.
Communication						
*British Columbia Telephone Co., Province wide, B.C.	B.C. Telephone Workers Various locals (CLC)	6,600	146,140	165,000	June 27 —	Wages, hours, fringe benefits—
Power, Gas and Water						
Windsor Utilities Commission, Windsor, Ontario.	I.B.E.W. Loc. 911 (AFL-CIO/CLC)	263	3,420	3,420	July 2 July 14	Wages, fringe benefits—9% wage increase eff. Jan. 1, 1969, 8% Jan. 1, 1970; other improved benefits.
Hamilton Hydro Electric System, Hamilton, Ont.	I.B.E.W. Loc. 138 (AFL-CIO/CLC)	180	2,700	2,700	July 6 July 28	Wages—8% wage increase retroactive to Jan. 1, 1969, 4% Apr. 1 1969, 8% Jan. 1, 1970; other improved benefits.
TRADE						
Retail						
Association Provinciale des Marchands d'automobiles du Québec, Québec, Lévis and areas, Que.	Metal Trades' Federation (CNTU)	1,335	17,360	88,130	Apr. 16 July 21	Wages, other matters—85¢ an hr. increase over a 3-yr. contract
Various grocery supermarkets, Metro Vancouver, B.C.	Butcher Workmen Loc. 212 (AFL-CIO/CLC)	3,179	50,360	121,260	May 24 —	Wages, 4-day work week, job security—
SERVICE						
Personal Services						
Lakehead Hotel Keepers Association, Fort William — Port Arthur, Ont.	Hotel Employees Loc. 757 (AFL-CIO/CLC)	116	230	230	July 30 —	Wages, fringe benefits—

* Federal jurisdiction.

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